

Cool, calm façade hides Major's passion and anger

A POLITICIAN, his plan and his pride form one of the great eternal triangles of political affairs. To condemn the third element as a simple human failing, or to dismiss it as a distraction, is rather impulsive. Some of the most glorious victories for human resolution — from Hannibal and his elephants to John Kennedy and his Cuban blockade — must owe as much to pride as to calculation. So, of course, did the charge of the Light Brigade.

If the man and the idea survive the storm, we praise his resolution; if they sink, we blame the obstinacy.

I must not pretend ever to have

been a close confidant of John Major, or to know his mind or character. But he and I were members together of the "class of '79" and observed each other as do friendly schoolmates under the eye of our headmistress. I formed an impression of him — and her — which the passage of time has not altered.

John Major is very proud. Mrs Thatcher was often called proud, too, but it was a hybrid sort of pride: she was never proud beyond calculation, although her calculations were sometimes wrong. She showed great nerve in sticking to these

Matthew Parris compares the characteristics of two former distinguished colleagues from the class of '79

calculations, but they were, always, calculations. The many risks she took were taken only when she had become certain that, however dangerous was her chosen course, the alternatives were more dangerous.

She had the courage of one who, standing within a burning house where the fire blocked the door, and once she was sure the fire was

beyond control, was able to throw herself into and through it. Jim Callaghan, her predecessor, might have stayed and burned.

John Major is different from both of them. He is capable of walking quite calmly into the fire, well before he has to. Once personally convinced that his plan would be for the best and that survival is possible, he

has a sort of intemperance. His manner is cool where hers was furious, but behind her fury lay a reliable regard for her own best interests beneath Mr Major's calm is a rather passionate quality.

The passion is exacerbated by pride. Mrs Thatcher had vanity, but rather less pride than she is often credited with. She was very sure of her philosophy and quite comfortable with the world and her place in it. She was self-assured, poised, almost self-satisfied. We all knew girls like her at school.

John Major is not self-satisfied, perhaps because he is a good deal

more intelligent than Lady Thatcher and more thoughtful. We knew boys like him, too, at school. I never thought him sure that all was for the best in this world.

I think it is not impossible that, if persuaded that he is right, he would take a satisfaction in confounding the world which might go beyond the importance of the issue itself. If he found he could not prevail, I think anger at the injustice of it might overtake him. He would be capable (where most politicians, on reflection, are not) of throwing down his tools and refusing to carry on.

DER JENSEN

QUOTES OF THE DAY

"The sky is darkening with the wings of chickens coming home to roost."

- Lord Callaghan of Cardiff

"We have had quite a few telephone calls from punters wanting to bet on the Chancellor resigning. But the situation is so volatile, he could go before we decide what odds to offer."

- William Hill, the bookmaker

"A complete failure of Conservative economic policy"

- John Smith Labour leader

"Norman Lamont is leading the funeral procession of the British economy"

- Rodney Bickerstaffe

Nupe general secretary

"Total disaster"

- Sir Brian Hill president, Building Employers Confederation

"Industrial madness"

- John Edmonds, GMB union leader

"The last thing we need"

- The British Retail Consortium

"There is no escape route to be found in the devaluation route inside or outside the ERM."

- Lord Howe

"A crippling blow"

- David Naish president National Farmers' Union

"Weeks ago we said Norman Lamont should be sacked — now I say for God's sake go."

- Alan Jinkinson

National leader

"Britain has suffered because of the machinations of the Germans."

- John Townsend, chairman, Tory backbench finance committee

Spectre of Lawson's fall hangs over Chancellor

BY NICHOLAS WOOD, POLITICAL CORRESPONDENT

NORMAN Lamont was fighting for his political life last night as the government announced that it was pulling sterling out of the European exchange-rate mechanism and bowing to pressures for a devaluation.

In a statement outside the Treasury, the Chancellor said that he was convening an urgent meeting of the European Community's monetary committee in Brussels late last night and would be reporting to the cabinet today.

Although Mr Lamont gave no hint of a resignation, the immediate view at Westminster was that he had staked so much political capital on defending sterling's place within the currency grid that his position was untenable after being forced to bow to the will of the markets. Downing Street countered by saying that his future was not in doubt.

After yesterday's hike in interest rates, things could hardly have got worse for the beleaguered Chancellor. But after the pound failed to respond to the strongest media

LAMONT'S FUTURE

cine in the Bank of England's 300-year history, talk of devaluation filled the air.

Mr Lamont's hopes, expressed earlier in the day, that he might be able to reduce interest rates once the uncertainties generated by the French referendum had abated proved to be so much wishful thinking. If he survives the present crisis, he will face another ordeal in the Commons next week assuming that the prime minister bows to demands for a recall of Parliament, and at the Tory party conference in Brighton next month. Mr Major, a man who believes in loyalty to his friends, will be loath to see him go.

Even before yesterday's shattering developments, which reduced normally loyal Tory MPs to despair, Mr Lamont was facing a hostile reception by party activists bruised by two years of recession. Yesterday, he suffered a first taste of the anger he will face in the Commons and at Brighton when two Tory MPs, Bill Cash and Andrew Hunter, said that he should resign. Mr Hunter, MP for Basingstoke, said: "The government's economic policies have been an integral part of its wider strategy towards Europe. That strategy has been fundamentally flawed from the start. It has now been exposed. The rethink must start, perhaps with a new chancellor."

Three years ago, a Conservative



Debt repayment: John Major being supported during the Conservative party leadership campaign by David Mellor, far left, and Norman Lamont, right. His two loyal allies have since needed large helpings of reciprocal support from the prime minister

Clarke the man most likely to succeed Lamont

KENNETH Clarke, the home secretary, is regarded by Tory MPs as the man most likely to succeed Norman Lamont should the Chancellor be ousted by the sterling crisis (Nicholas Wood writes).

CONTENDERS

secretary, and John MacGregor, the transport secretary, are also mentioned.

Mr Clarke, who held the health and education portfolios before being promoted to the Home Office after the election, has won plaudits for his confident manner and the

way he successfully confronted powerful vested interests.

In the eyes of many backbenchers, Mr Clarke is the personality and intellect to guide the economy through choppy waters, but his strong pro-European instincts make him a debatable choice.

Mr Heseltine, one of the government's leading spokesmen during the present hia-

tus, would offer much the same qualities as Mr Clarke. As one of the cabinet's most decisive figures, he could be expected to impress the markets, but his enthusiasm for Europe would count against him on the right.

Mr MacGregor, as a former chief secretary, knows his way around the Treasury and is not allied with any particular wing of the party.

Smith demands Parliament recall

BY NICHOLAS WOOD AND ADAM LEIBOW IN BERLIN

JOHN Smith, the Labour leader, demanded a recall of Parliament as the pound fell below its floor in the European exchange rate mechanism yesterday. He renewed his request after he addressed the nineteenth congress of the Socialist International in Berlin.

The rise in interest rates stemmed from a complete failure of government economic policy, he said. The pound's collapse was caused by the fundamental weakness of the economy.

But Mr Lamont has one crucial advantage over Mr Lawson, which could see him through the current mayhem. Mr Lawson resigned because of fundamental policy differences with the prime minister. There is no such fissure in Downing Street today.

Mr Lamont and Mr Major were at one in rejecting devaluation. Now they have found out that Margaret Thatcher was right and that you cannot buy the markets; it will be rough justice if the Chancellor has to go down alone.



Smith: complete failure of government policy

LABOUR

of the British economy and not by membership of the exchange rate mechanism.

"We are now clearly in a situation where Parliament should be recalled and I have asked the prime minister. He was wrong to refuse our (previous) request for a recall to discuss foreign affairs and the weakening economic situation in our country. It is vital we get Parliament back."

Mr Smith renewed calls for a recovery package designed to cut unemployment and boost the construction industry.

Government whips were understood to be discussing the Labour request last night against a growing belief that ministers would concede a debate of two or three days next week. Gordon Brown, Labour's trade and industry spokesman, said "black Wednesday" would be "disastrous" for industry, homeowners and the British people. Thousands would feel betrayed by a government that had promised cheaper loans only a few months ago.

Yesterday's men offer mixed advice

REACTION

lately right," he said. "There is no magic box outside the ERM which will save us the necessity of taking tough economic decisions."

Lord Callaghan, who presided over the last formal devaluation in 1967, said ministers had underestimated the importance of the dollar trade and the pound was over-valued even if not over-valued against some other currencies. It could be Britain was fighting the wrong battle.

Lady Thatcher's favourite anti-EC minister spared no criticism. Lord Tebbit said that ERM membership had created crisis out of success and Lord Ridley made clear his anger at the government's policy.

"The damage to the Brit-

ish economy, mortgage payers and the jobs market are going to be extremely severe," Lord Ridley said. "I just don't think it is the right policy to clobber the British economy at the bottom of a recession when the only thing we will gain is staying in our band of parity in the ERM for another few days or weeks." Britain had enjoyed "enormous successes" in the 1980s with a floating pound.

Lord Ridley said that Germany's actions in the interests of its economy were quite understandable. "I don't blame the Germans for doing what they do," he said. "I do blame the British government for trailing along in the ERM with these disastrous consequences."

William Cash, Tory MP for Stafford and an EC critic, said Mr Lamont should con-

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Prostate cancer survival rate good

By THOMAS STUTTAFORD

CANCER of the prostate, adenocarcinoma, is one of, if not the most, common forms of cancer in men over the age of 65.

The report on President Mitterrand would have to be very much more detailed than that issued before it would be possible to give an accurate estimate of his ability of continuing in active politics. But with some forms of treatment he would be able to continue without his ability being affected.

As prostate tumours are hormone-dependent, depriving the cancer of androgens — the male hormones — either by surgical castration or by anti-androgen drugs, a chemical castration, is usually very effective.

Chances of survival are good. American figures suggest that 65 per cent of patients with a cancer of the prostate amenable to treatment are still alive ten years later. Even so, it is the second most common cause of death in men from malignancy.

Mitterrand has always been thought of as a vigorous man with appeal to women voters. However, it is not only his canvassing ability that might suffer, because to be successful a male politician needs the drive provided by his testosterone.

Mitterrand's illness may tip poll balance in favour of treaty

FROM CHARLES BREMNER IN PARIS

GEORGES Clemenceau, the great French statesman, is remembered for saying: "There are two useless things in this world: the prostate and the presidency of the Republic." The saying was recalled yesterday as France and its anxious neighbours came to realise that the humble gland could conceivably decide the fate of Europe.

Opinion on the Maastricht is so evenly divided and volatile that news of President Mitterrand's prostate cancer prompted agreement among politicians, pundits and the man in the street that public sympathy could tip the balance in favour of a "yes" in Sunday's referendum. "This must help Mitterrand," said Jean-Michel Lech, the head of Ifop, one of the polling firms which are privately monitoring the electoral pulse this week. "This cannot help the 'no' vote."

Uncertainty over the future sent the stockmarket down initially and then up again to close higher than Tuesday. Pollsters said opinion was running at about 53 percent in favour of Maastricht just before word of Mitterrand's illness.

Mitterrand came out of hospital intent on getting back to work and denying that he had even thought about resignation, but he said he would "react to the Maastricht vote within 24 hours of the verdict", a typically ambiguous formulation.

FRENCH REFERENDUM

The person of France's remote and increasingly unpopular president has loomed so large over the referendum that the real possibility of his departure after more than 11 years in office — a longer term than any in the history of the republic — sent an electroshock through an already febrile political world. As a legendary master of timing, Mitterrand was even suspected, in a fit of arranging his surprise operation to derail the anti-Maastricht drive to bring him down along with the treaty.

All week, political rallies have been chanting "Mitterrand fous le camp" (Mitterrand get the hell out) as the campaign climax has approached. "Say No to Maastricht and No to Mitterrand", say the posters employing the standard logic of the Fifth Republic in which referendums are treated as votes of confidence. Philippe Séguin and Charles Pasqua, the Gaullist champions of the anti-Maastricht and anti-

Mitterrand campaign, were quick to wish the president well yesterday.

As hard as medical experts explained that prostate cancer was virtually normal and unlikely for a man of nearly 76, it suddenly seems possible that M Mitterrand could pack his bags even in the event of a "yes" vote and well before his term expires in 1995. He toyed, in typically enigmatic fashion, with the idea in his bravura television performance the other day, saying that he would draw the right conclusions in the event of a "no" and was also paying attention to those who thought a "yes" might be a good time for him to bow out. Those remarks were widely put down to an attempt to glean electoral profit from a deliberately ambivalent position. Speculation intensified on Wednesday after Dominique Strauss-Kahn, the industry minister, said that M. Mitterrand "might consider his job done" after a "yes", a statement he immediately withdrew.

It is widely agreed that M. Mitterrand, a man obsessed with history and very anxious about his place in it, could consider the endorsement of Maastricht an appropriate final act in a career which has spanned half a century.

European unity became the cornerstone of his second term, won in 1988. Little else has gone well as an increasingly serene and sphinx-like M Mitterrand has suffered

from the economic gloom and mounting social malaise at home and has repeatedly been overtaken by events abroad. He misjudged the importance of German unification in 1989, faltered in the Gulf conflict and failed, at first, to grasp the significance of last year's Moscow coup. These were all seen as evidence that he was losing his famed Machiavellian touch. His decision last June to hold a referendum was initially admired as a cunning tactic to split the domestic opposition, but it is now seen, even by his friends, as a grave error because it has undermined the semi-federal Europe he is aiming for and has unleashed passions which threaten to transform the French political world.

However those who know the president find it hard to imagine that he would walk away in defeat after a rejection of Maastricht in a phoenix-like political career which has included such disasters as involvement in a fake assassination attempt against himself in 1958. M Mitterrand has always placed great weight on his cherished saying: "We must let time do its work." Even ailing and nearing the start of his ninth decade, M Mitterrand is quite likely to stick it out, aiming for some final flourish which would allow him to retire with grace. Some are speculating that he could hold a second referendum on the question of cutting the seven-year term designed for General de Gaulle to five years. A "yes" would then allow him to depart, his term legally completed, ahead of parliamentary elections next March. These are still expected to bring

heavy defeat for the Socialist party which M Mitterrand founded.

In recent months, M Mitterrand has often mused on his efforts to stay healthy and "keep the machine working". His regime includes no smoking, little drinking and abstemious eating on his regular visits to his favourite Paris restaurants for dinner with friends. He also insists on a daily stroll around the streets, usually after lunch, and plays golf come rain or shine every Monday at St Cloud, West of the city. M Mitterrand said he believed his disease amounted to "an honourable combat which one conducts with oneself".

Le Pen pours vitriol on the 'dreamers' who back union

BY CHARLES BREMNER

A HOST of ancient shades fill through the darkness of the giant Zenith hall as the choir crescendos, flags of martial tricolours are brandished in harsh spotlights and 6,000 believers chant their devotion to their leader, Jean-Marie Le Pen.

Built like a refrigerator and equipped with a formidable stage presence, the chief of the National Front party was in fine vitriolic form on Tuesday night as he whipped his flock into patriotic fury against Europe, foreigners and what his party sees as the internal enemy hell-bent on destroying France.

"We are the pariahs of the republic, shunned, vilified, scorned, slandered," he belched, strutting the stage bathed in rock star lighting and dwarfed by a giant

refendum approaches. This holds that it is time to defend the nation.

Draped in a sulphurous rhetoric that smacks of earlier times, M Le Pen's creed that Maastricht means a flood of immigration, crime and French subjugation, is the very raw version of the one expressed with nuance by Philippe de Villiers and Charles Pasqua, the new tenors of the mainstream right. For many on the "no" side, a force which encompasses communists and the far right as well as left-wing and right-wing Gaullists, the Maastricht referendum is a chance to say "enough" to the global village, to Japanese imports, American bullying, German arrogance and immigration from a host of Third World countries.

Stockholm raises rate to 500%

FROM DAVID BARTAL IN STOCKHOLM

THE Riksbank, Sweden's central bank, staged a last-ditch effort yesterday to protect the country's currency from devaluation by raising the marginal interest rate from 75 per cent to an unprecedented 500 per cent.

Bengt Dennis, the Riksbank

Pledge on budget fails to rally lira

FROM JOHN PHILLIPS IN ROME

THE lira slammed into its new ERM floor against the mark yesterday in spite of a pledge by Giuliano Amato, the prime minister, to freeze government spending at present levels to curtail the budget deficit.

The Bank of Italy sold DM1.16 billion, more than \$120 million and 156 million euros to defend the ailing currency, but it was traded unofficially at about 820 lire to the mark, the floor set for the lira when it was devalued on Monday by 7 per cent. Earlier, the official fixing on the Milan foreign exchange was 814.50 lire.

The central bank denied rumours that Italy was about to withdraw the lira from the exchange-rate mechanism. Share values on the Milan stock exchange tumbled by 8.6 per cent as small investors sold frantically because of fears that Italy is approaching a financial crisis as the French referendum approaches.

The senate approved a law mandating the four-party government to slash spending on pensions, health and public employment and to proceed with a local government levy on property. A senate vote on the endorsement of the Maastricht treaty was delayed and not expected to be passed before today, parliamentary sources said.

Signor Amato told the chamber of deputies that the

budget deficit must fall by at least 30 trillion lire (£13 billion). "If we need to hold expenditure at the level of this year to achieve this — something that has never been done before — that is what we will do," the Socialist prime minister said. He added that a tough new budget for next year would be unveiled after a cabinet meeting today. There is widespread speculation that the government may use the existing decree law system to introduce immediate spending cuts, including a 4 per cent income tax increase.

Signor Amato also restated his plea for parliament to grant him emergency powers to intervene in the economy without parliamentary approval. He said he was willing to modify the request to ensure that it was constitutional, but again legislators responded coolly to the proposal.

An opinion poll for *Europeo* magazine yesterday indicated that more than 80 per cent of Italians believe the government of Socialists, Christian Democrats, Social Democrats and Liberals "does not work or is doing little". In all, 51 per cent said that Signor Amato had failed to do enough; 61 per cent said that Italy's economic crisis was unstoppable and 55 per cent thought their living standards would fall.

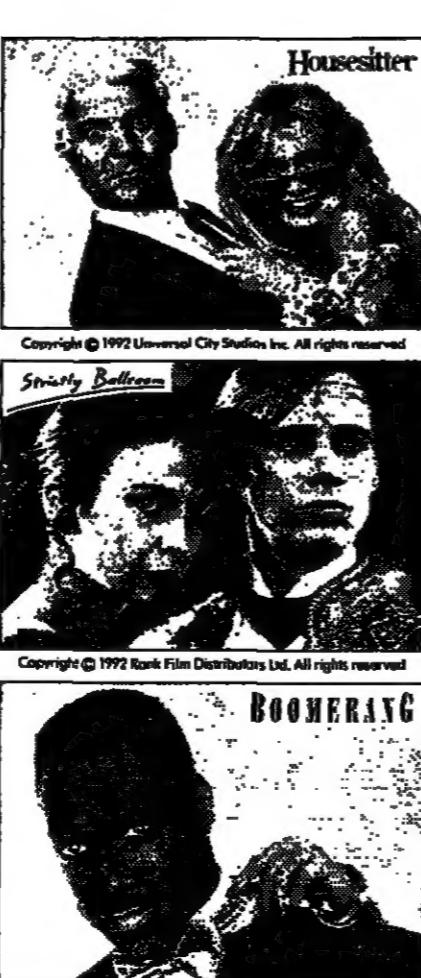
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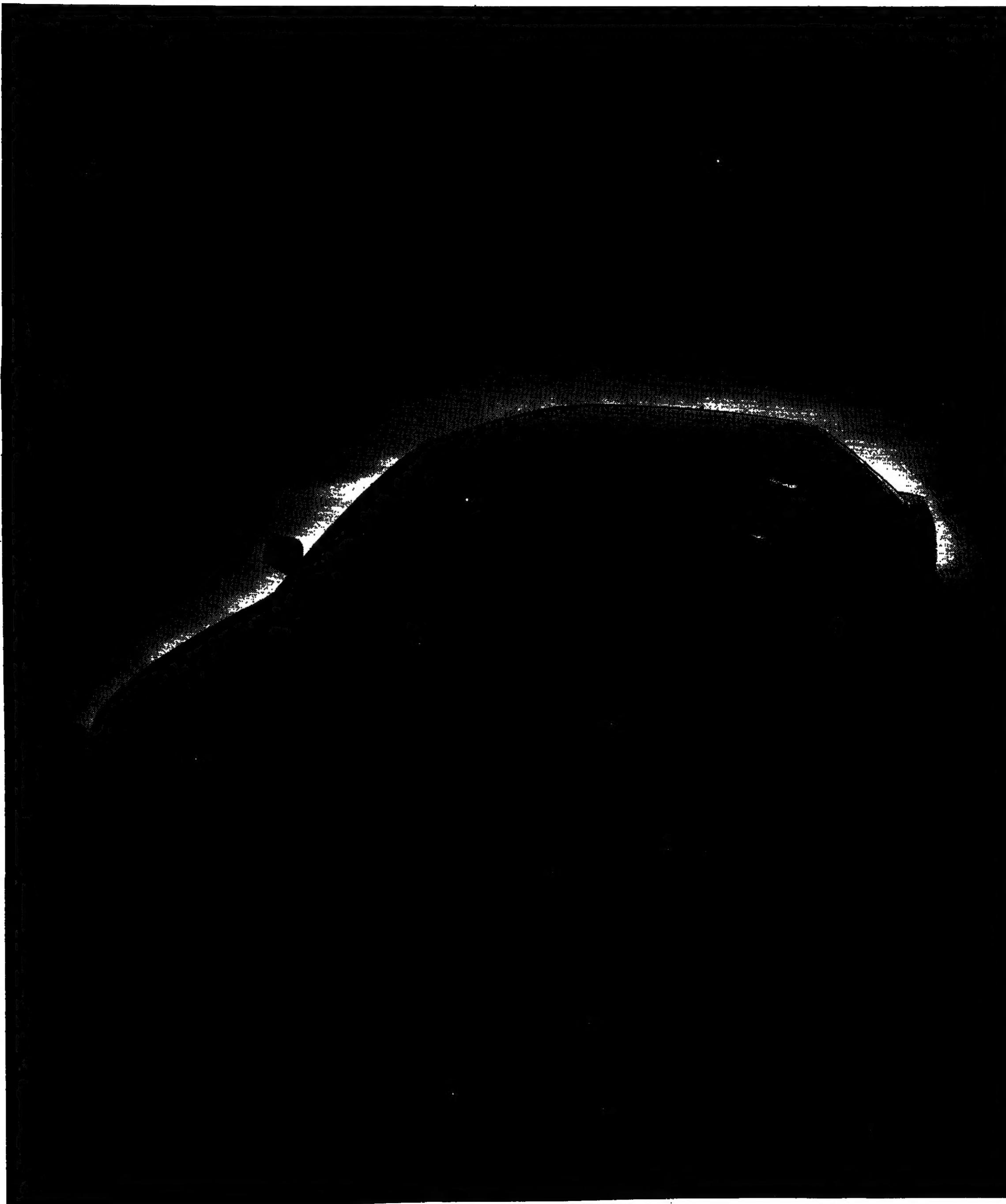


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Newspaper defends report on PLO daughter's hospitality

Editor says Mellor will face questions over accepting gifts

BY TIM JONES

A NEWSPAPER editor yesterday told the High Court that he understood that David Mellor, the heritage secretary, is to be asked whether he broke guidelines on gifts and hospitality to ministers.

Richard Stott made his comment when questioned about a report in *The People*, when he was its editor, about a family holiday that Mr Mellor, then arts minister, took with Mona Bauwens, whose father is prominent in the Palestine Liberation Organisation. Immediately after they began the holiday, largely paid for by Mrs Bauwens, Iraq invaded Kuwait.

Mr Stott, now editor of the

Daily Mirror, repeatedly denied that the story in *The People* in September 1990 was meant to embarrass Mrs Bauwens. He said that it was aimed at questioning the wisdom of a minister taking a holiday in Spain with Mrs Bauwens at a time of "grave national crisis" when the PLO was supporting Saddam Hussein, who was holding 4,000 Britons hostage.

Mr Stott said that when *The People* published the article he did not know that the holiday for Mr Mellor and his wife and two children had been paid for by Mrs Bauwens.

He said: "For a minister to have his travelling expenses

and that of his family, paid for by somebody else certainly is something worth commenting on, particularly as ministers have a rule book whereby they have to declare any form of gift. Obviously it is done to protect the ministers from any suggestion of impropriety."

Mr Stott added: "We would obviously have asked if we had known, whether Mr Mellor had declared that gift."

Mrs Bauwens, suing for libel, seeks damages from Mirror Group Newspapers, publisher of *The People*, claiming that the article branded her a social leper.

George Carman, QC, the defence counsel, asked Mr

Stott: "Immediately after the publication of the article and up to the time of today's hearing, has any person on behalf of Mr Mellor communicated with the newspaper to say his holiday arrangements had been approved of by any other government minister?"

Mr Stott: "No".

Mr Stott said he was not aware of any complaint to the Press Council or to the Press Complaints Commission from Mr Mellor or Mrs Bauwens's father, Jawid el-Hussein.

Questioned by Richard Hartley, QC, for Mrs Bauwens, Mr Stott said that he understood that the prime minister, was to be asked whether Mr Mellor had declared his holiday under rules governing what gifts and hospitality ministers may receive.

Mr Hartley: "What has that got to do with Mrs Bauwens?"

Mr Stott: "She paid for the holiday and the villa. It is a criticism of Mr Mellor..."

Mr Hartley: "Another move today of prejudice and nastiness to reduce damages."

Mr Stott, who argued that the story was in the public interest, said: "If you don't believe it is interesting for a government minister to have his holiday paid for by someone else, you are living in the wrong country."

The case continues today.

Not even a hint of hanky panky

THE ghost of Robert Maxwell and a whiff of unspoken sexual impropriety combined yesterday to bring levity to the crowded courtroom (Tim Jones writes).

Richard Hartley, QC, had just begun his cross-examination of Richard Stott when Mr Justice Drake intervened: "It may be that the jury thought there was a bit of hanky panky going on." Mr Hartley had asked Mr Stott how he justified the way in which Mona Bauwens had

been questioned by George Carman, QC, about her relationship with Mr Mellor.

Mr Stott: "I would imagine he was finding out about the extent of the relationship with Mrs Bauwens."

Mr Hartley: "Why does it matter?"

Mr Stott: "There is no suggestion of impropriety, if that is what you are getting at."

At that point Mr Justice Drake made his intervention. Mr Carman, who had questioned Mrs Bauwens about

David Mellor's visits to her home for tea, said: "I did not suggest hanky panky or anything more dignified."

Mr Hartley asked Mr Stott who had written the editorial asking what it would take to "shame" Mr Mellor.

Mr Hartley: "Doesn't Mr Maxwell write some editorials?"

Mr Stott: "Not now he doesn't, unless you have a direct line to him. If you saw his writing ability you wouldn't want it read by anybody."

The case continues today.



NEWS IN BRIEF

Patten tells teachers to expect lower rises

John Patten, the education secretary, yesterday signalled the government's determination to force down the level of settlements awarded by pay review bodies, which now cover a quarter of public employees (John O'Leary writes).

Mr Patten, in an uncompromising submission to the School Teachers' Pay Review Body, demanded that recent falls in the level of settlements be continued to match conditions in the private sector. The review bodies' record over 12 years showed higher increases than elsewhere in the economy, he said. Borrowing a passage from last year's submission, he added: "The government's firm monetary policy will not allow excessive pay settlements to feed through to higher inflation, nor, within the discipline of the ERM, is there any prospect of employers being bailed out by a lower exchange rate."

Teachers' unions have agreed claims of up to 16.5 per cent. Mr Patten asked the review body to limit the general increase in order to make progress on performance-related pay. He intends to make a more detailed submission in the next few weeks outlining plans for a simplified salary structure in schools.

Mr Patten also said that teachers acting as students' "mentors" when responsibility for training shifts to the schools will not necessarily be given more money. Governors will have to decide whether to award extra allowances. David Hart, general secretary of the National Association of Head Teachers, said: "This is another cynical and blatant attempt to foist on teachers further responsibilities without due reward. It is difficult to see teachers volunteering to be mentors under these conditions."

Police officers bailed

Two police officers appeared in court yesterday charged with attempting to pervert the course of justice. PC Christopher Lane, 27, and WPC Elizabeth Lumber, 25, both based at Paddington Green police station, west London, are accused of giving a false report about the circumstances of an arrest. PC Lane is also accused of assault. Summonses were issued against them after a man was arrested for threatening behaviour in the West End last October. He was later acquitted. The accused remained silent throughout the two-minute hearing before Bow Street magistrates, central London. They were granted unconditional bail until Wednesday.

Contract 'grand prix'

Two companies found themselves in a real contract race over a £15,000 order. Instead of putting in tenders, they had to take part in a go-kart challenge with the winner getting the order. The race was organised by Winnersh Plant Hire in Reading, Berkshire, when it could not decide who should get their order for a new excavator. An indoor go-kart track was hired for the race between Pel-Job UK and Leach Lewis with each team having to include their managing director. Leach Lewis crossed the line first, winning the race and the contract. Michael Bradbury, head of Winnersh Plant Hire, said: "It was very competitive but done with gentlemanly conduct."

Child expert fined

A child-care expert who admitted importing literature containing photographs of naked male youths was fined £900 with £75 costs yesterday by magistrates at Evesham, Hereford and Worcester. Paul Righton, 66, right, who had worked as a senior consultant for the National Children's Bureau, admitted two charges of importing prohibited material in April and possessing indecent photographs of boys aged under 16. Customs officers at Dover, Kent, had intercepted packages addressed to Righton, who has also worked at the Open University and at the National Institute for Social Work. Officers found more paedophile magazines at Righton's home.



Fischer in control

Bobby Fischer scored a brilliant victory in 21 moves last night in game nine of his self-styled "world chess championship" match against Boris Spassky on the Montenegrin island of Sveti Stefan. Fischer moves into a convincing 4-2 lead with three draws. Spectators said that Spassky looked exhausted when he resigned on the 21st move. Fischer now appears to be in full control of the match. He has won three games in a row and the ninth game was the shortest ever lost in Spassky's distinguished career. The winner is the first man to reach ten victories. Fischer played white in the ninth game. His sacrifice of a knight in the 19th move was the key to the game.

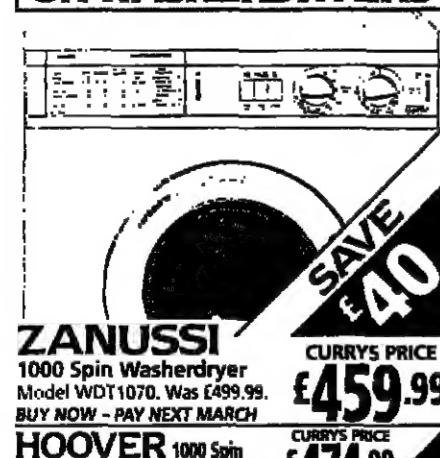
Tribunal awards plea

Big rises are needed to restore the value of awards made by industrial tribunals to sacked employees and others claiming racial or sexual discrimination. A Law Society committee said yesterday. Anyone earning more than £205 a week who is made redundant or unfairly dismissed will not receive compensation based on the amount they earn above that figure. The society's employment law committee said that maximum limits should be removed but, if they remained, they should be realistic.

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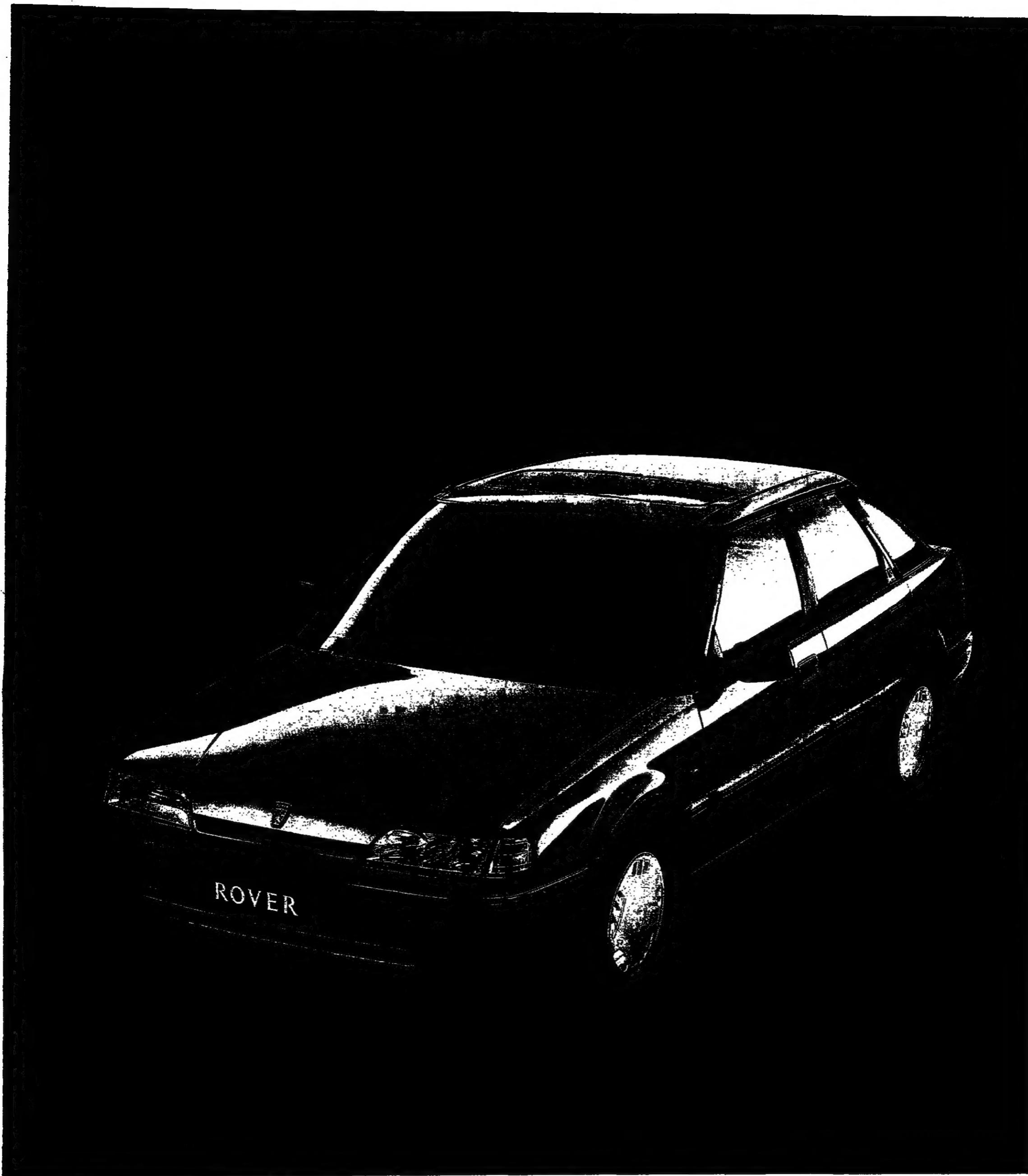
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ROVER CARS

Mice breakthrough raises hope for cystic fibrosis cure

BY NICK NUTTALL, TECHNOLOGY CORRESPONDENT

THE search for a cure for cystic fibrosis has been given a boost by British scientists who have developed genetically engineered mice suffering from the disease.

The mice, produced by a technique known as gene targeting, open the way for testing new drugs and "gene therapies" in which copies of healthy human genes are sprayed or injected into affected parts of the body to produce missing proteins. The development gives hope to the victims of one of the western world's most distressing diseases. There are 6,000 sufferers in the United Kingdom alone.

The modification and successful breeding of the animals is being hailed as a breakthrough for the British research team, which is based at the Medical Research Council's human genetics unit in Edinburgh.

At least three groups of scientists have been racing to devise an animal model for cystic fibrosis — a disease linked with a fault in the mechanism that transports salt across cell membranes — so that treatments can be improved and new ones tested. The main treatment at present involves antibiotics.

The British effort, details of which are published in the journal *Nature*, appeared to have been pipped at the post when in August scientists at the University of North Carolina announced in the journal *Science* that they had genetically modified a mouse.

However, it has emerged that the animals are far from satisfactory. Some breed with

pinpointed a mutation on a gene which appears to cause cancer of the colon. The gene, which is called APC, normally protects against the development of tumours by helping to stop unwanted cell division.

The researchers, based at the John Hopkins Oncology Centre, in Baltimore, Maryland, discovered the mutation after screening a large number of tumours in the early stage of development.

The researchers believe that the findings could help the development of drug therapies for the disease.

Meanwhile scientists at the Baylor College of Medicine, Houston, Texas, claim to have identified a mutation in another gene which appears to be responsible for a kidney disorder, inherited in newborn boys from their mothers, called congenital nephrogenic diabetes insipidus.

The scientists report in *Nature* that the disease interferes with the kidneys' ability to take up water prior to urine excretion.

The scientists report in *Nature* that the disease interferes with the kidneys' ability to take up water prior to urine excretion.

The development of the Edinburgh mouse should ensure that British cystic fibrosis research can proceed without depending on overseas animals. Dr Martin Scott, of the Cystic Fibrosis Trust, said that the superior characteristics of the mice should also lead to a strong demand for the animals from overseas researchers keen to test their own treatments.

□ American researchers have

NEWSBRIEFS
Consultants 'should be abolished'

Hospital consultants should be abolished and replaced with a new grade of hospital "specialists" whose training would be shorter, a report says today. The aim is to increase the number of senior doctors in the NHS (Jeremy Lauance writes).

The National Association of Health Authorities and Trusts says doctors should qualify as specialists at an average age of 31, seven years earlier than the average age of appointment as a consultant. Boosting the number of senior doctors would allow them to deal with most emergencies and routine cases rather than leaving juniors to cope with what that may be beyond their capabilities, it says.

"Our aim is that the present ratio of two junior doctors to one senior should go down closer to one to one," the association said. After 10 to 15 years as specialists, some would be promoted to senior specialists who would head departments and take charge of training. The government is reviewing training after EC pressure to bring UK training into line with EC law.

Victim buried

Helen Gorrie, 15, who was found strangled on a shrub-lined footpath by wedding guests at Horndean, on August 1, was buried yesterday at All Saints' church, Catherington, in Hampshire. Her murderer has not been found.

Early delivery

A couple expecting a baby took another delivery yesterday — a pools' cheque for £1,20,705.10. Graham and Diane Barlow, of Blaby, Leicestershire, share the Littlewoods cheque with Graham's father, Arthur.

End of the line

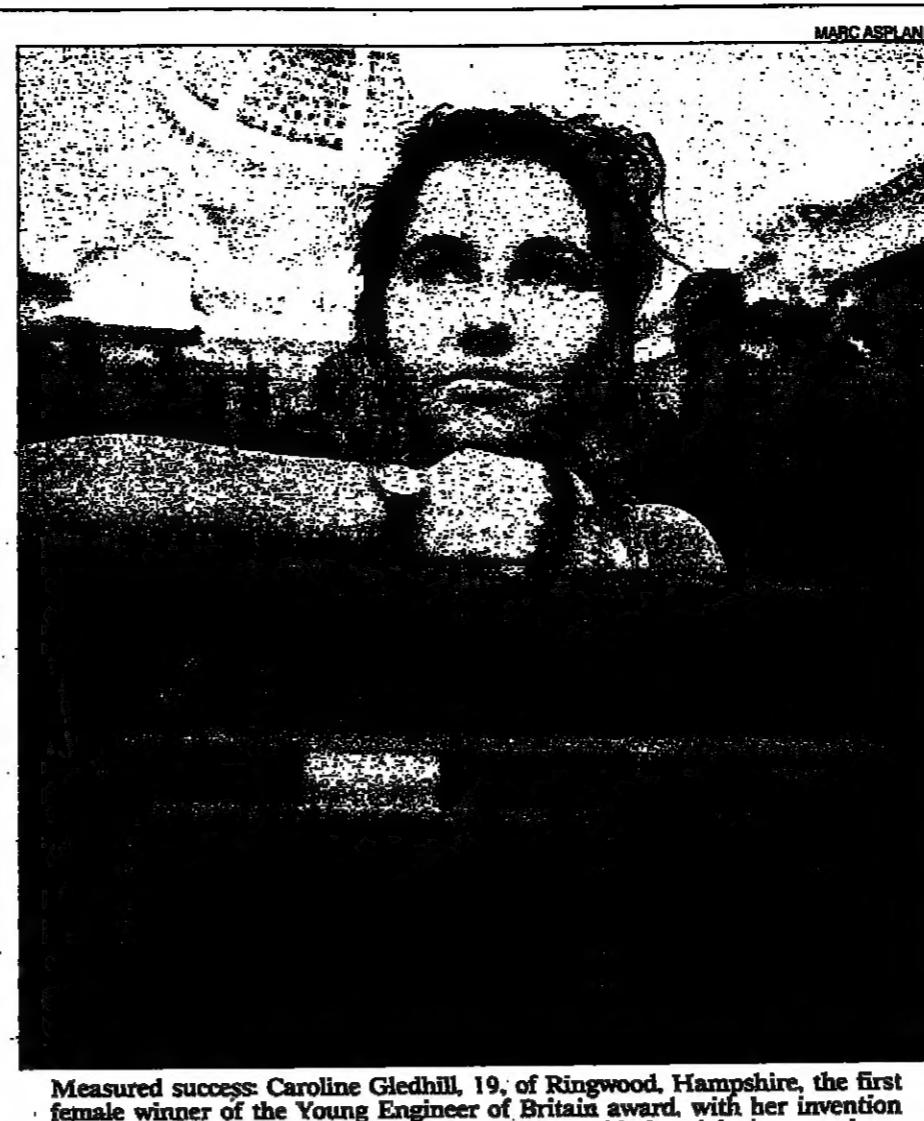
A man who absconded from open prison in 1978 is back behind bars after parking on a double yellow line. Alan Model, 35, was arrested when the officer who gave him the parking ticket in Ringwood, Hampshire, ran a check on his vehicle.

Cow crash

A woman aged 80 and her daughter, 40, are in hospital with whiplash injuries after two cows leapt over a 6ft hedge onto their car and fled across fields in Llandeilo, Dyfed.

Bog boy better

Matthew Davies, 11, who was trapped in a peat bog for three days, was released from hospital in Powys yesterday.



Mirror man loses dismissal claim

BY PETER VICTOR

NICK Davies, the *Daily Mirror*'s former foreign editor, yesterday lost his claim for unfair dismissal at a London industrial tribunal, which said that Richard Stott, the newspaper's editor, had "sufficient reason" to sack him.

Earlier, Mr Davies told the tribunal that Robert Maxwell, the *Mirror* publisher, had promised him that his job was safe although the newspaper had sacked him for lying. Maxwell, in New York, had said that he would "sort everything out" on his return to London, but had died before he could do so.

The hearing was earlier told by Mr Stott that Maxwell had reluctantly agreed to the sacking because Mr Davies, 55, of Peckham, south London, had put the newspaper's credibility at risk when exposed as a liar.

Mr Davies, accused of associating with the American arms dealer Bert Kaufman by the author Seymour Hersh, had denied visiting Mr Kaufman's home in Ohio, but a rival newspaper published a photograph of him there.

Mr Davies told the tribunal that the allegations had been known to Maxwell a year earlier, but his American lawyers had found them to be groundless. He could not understand the aggressive man-

ner in which he was questioned about the affair by Mr Stott and his reaction when he had mistakenly said that he had not been in America in 1985.

Mr Stott and Joe Haines, then *Daily Mirror* political editor, overread when a rival newspaper published the photograph, Mr Davies said.

The reason for my dismissal was not that I lied, but because these two senior *Mirror* men were afraid that evidence would be produced that I had been acting "like a lynch mob", Mr Davies added. "I do believe they believed other skeletons would emerge from the cupboard," he said.

Mr Davies said that the trip he made to the United States but had forgotten — to Ohio to see the Amish people featured in the film *Witness* — came just after his wife, the actress Janet Fielding, had left him. He later realised that he had wiped the memory from his mind because he wanted to put his broken marriage behind him.

Mr Davies said that the photograph had finally jogged his memory. He had met a couple in a small, remote corner-store, but thought that they could not possibly be international arms dealers.

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The otter makes a comeback

BY MICHAEL HORSEY
AGRICULTURE CORRESPONDENT

OTTERS are making a slow comeback after being driven towards extinction by intensive farming and industrial pollution.

Pat Morris, a zoologist at London University, told a conference of nature conservationists in Cambridge that the otter's survival could provide a model for the management of other endangered species. But other speakers said that otters were still at risk from commercial fishing, chemical contamination, loss of the riverside vegetation in which they make their holes and the growing volume of traffic on country roads.

In the 1920s, when Henry Williamson wrote *Tarka the Otter*, the Eurasian or common otter (*Lutra lutra*) was widespread throughout Britain. Today it is confined to Scotland, the West Country, Wales and Northumbria, killed off largely by the introduction of the pesticide dieldrin, which has since been phased out.

A programme of reintroducing captive-bred otters to southeast England after wild animals had disappeared was launched by the Otter Trust in 1983. Philip Wayre, the conference chairman, said that 19 males and 25 females had been released in East Anglia, Dorset, Wiltshire and Hertfordshire. They were known to have given birth to at least 27 cubs.

Don Jefferies, a mammal specialist, said that recovery was threatened by lobster creels and the funnel-like fyke nets used by eel fishermen, particularly in eastern England, where otters were scarce. "We have developed net guards that allow eels in but keep otters out, and 10,000 of these have been distributed free to eel fishermen," he said.



Huge dose of heroin was used to ease pain

Patient's agony put doctor in dilemma

By BILL FROST

A HOSPITAL consultant accused of attempting to murder an elderly patient gave her a huge dose of heroin to relieve her pain and to allow her to hold her son's hand as she died. Winchester Crown Court was told yesterday.

Nigel Cox, 47, a rheumatologist at the Royal Hampshire County Hospital, gave Lillian Boyes, 70, the drug to relieve the pain caused by anyone touching her. David Blake, professor of rheumatology at the Royal London Hospital, told the court. He agreed that such a high dose could have shortened her life, but added: "There are worse things than death."

Dr Cox denies attempting to murder Mrs Boyes after she begged him to cut short her agony. The jury has been told that Mrs Boyes, who was suffering from rheumatoid arthritis complicated by body sores, anaemia and gastric ulcers, died in August last year after being injected with potassium chloride when the heroin failed to relieve her suffering.

Allan Dixon, a fellow of the Royal College of Physicians,

told the court that the medical profession was pressed against a "razor's edge", as a result of the present laws on treating the terminally ill. "We are allowed to give drugs to relieve pain even if that shortens life. However, we are not allowed to shorten life even if that relieves pain."

Asked by the defence if he would have administered potassium chloride had he been in Dr Cox's predicament, Dr Dixon replied: "I can only hope I would have had the courage to do so and would have been ashamed of myself if I had not."

Professor Blake said that Dr Cox faced an extreme problem in treating Mrs Boyes during her last days. "The range of available analgesics would amplify her perception of pain. This is a terrible dilemma for a doctor."

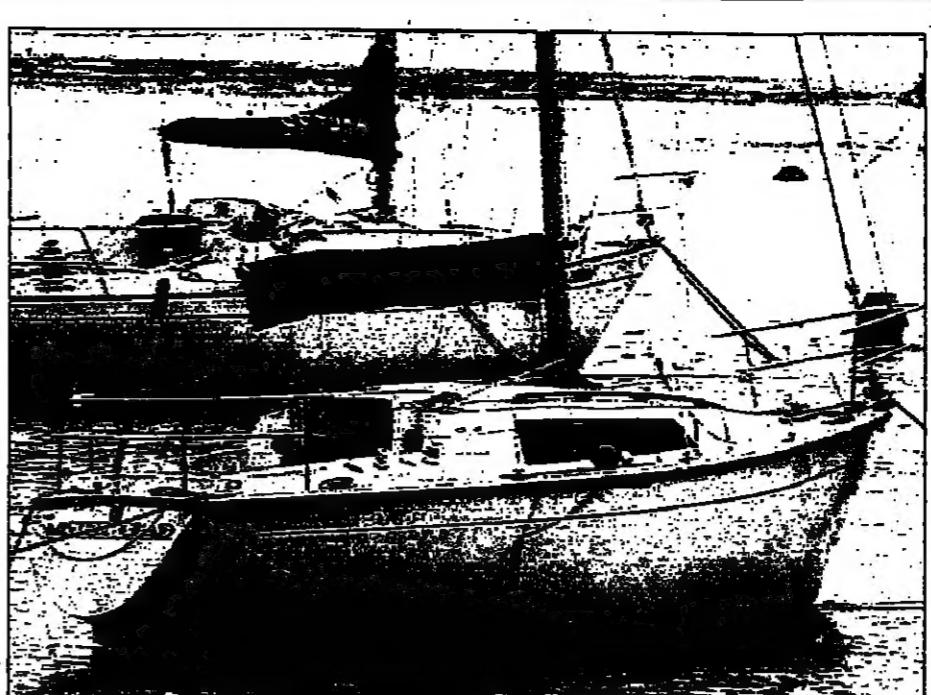
Most unusually, large doses of heroin had failed to ease her pain. She had screamed in agony if touched, or if nurses attempted to move her. Professor Blake said: "It is known in very rare circumstances that diamorphine [heroin] might

fail us. Fortunately, it has never been my experience to witness such a spectacle."

Sydney Kenridge, QC, opening the defence case on the fifth day of the trial, said that he would not be calling his client to the witness box. Dr Cox had been very distressed by the case and had undergone the ordeal of being arrested and charged with the attempted murder of a patient who had become a friend. "I have advised Dr Cox he should not subject himself to the further ordeal of being cross-examined."

The defence told the jury that it could not convict Dr Cox unless it was sure that his primary intent in administering the injection was not to alleviate suffering but to kill. "Nobody had the right, even with a patient's consent, to shorten life," Mr Kenridge said.

"Nonetheless, there are some circumstances where the law does not take an absolute position. In some cases, the law is tempered with necessary humanity and common sense."



Vice Admiral Sir Alan Grose, the 28ft yacht *Mister Chad* and its owner, Trevor Bardwell-Jones, who is suing for £1,299 damages

Weekend sailor engages admiral in court battle

By JOE JOSEPH

A WEEKEND sailor is suing Vice Admiral Sir Alan Grose, the Navy's senior commander in the South West, for damage to his yacht. Trevor Bardwell-Jones claims that the yacht was thrown against the quay when Sir Alan sped past in his barge, taking VIP guests on a river tour.

Mr Bardwell-Jones, a finance company manager from Cornwall, issued a county court writ yesterday seeking £1,299 damages after the defence ministry rejected an earlier claim.

He says that the admiral's barge chugged past his 28ft, four-ton yacht *Mister Chad* in June. The yacht was moored on the Tamar at Town Quay, Saltash.

Mr Bardwell-Jones, who is rear commodore of Saltash Sailing Club, said yesterday: "I believe the barge was going at between 13 and 15 knots but the real problem was the wash. I cast off

immediately and chased it up the river but it had vanished. When I telephoned the river police to report the incident there was a stunned silence and then they told me who owned it."

Mr Bardwell-Jones said: "What got my goat is that the admiral told me to send in a claim and then the MoD rejected it."

Local press opposes privacy law

By MELINDA WITTSTOCK
MEDIA CORRESPONDENT

REGIONAL and local newspapers urged the government yesterday not to curb press freedom with the introduction of criminal offences to combat invasions of privacy.

The Newspaper Society, which represents the regional press, said such a law aimed at only journalists would be not only unworkable and undemocratic but also need a review of other organisations which intervene in people's lives.

Consideration of new criminal laws to restrict journalists' ability to take photographs or get interviews would have to be preceded by a wider debate, focusing also on the role of government agencies, the police, security services and others who conduct investigations, inspections and inquiries, the society said.

In a written submission to Sir David Calcutt, QC, who is conducting a second government enquiry into press conduct, the society said a system for licensing journalists and publications would be the inevitable result of a law applicable to only the print media. "In the end it would surely not be acceptable to restrict the freedom of expression of an author of an article in a newspaper to a greater extent than an author of a book or than a politician in an election pamphlet or on a soap box or than an academic in a learned journal," it said.

The two men deny causing death by reckless driving. They are each said to have caused the deaths of Ian Lilley, 7, Sherrie Lear, 8, Paul Carr, 16, who died at the scene, Paula Barnes, 15, and Belinda Brown, 19, who died later in hospital. All were from Swindon. More than a dozen relatives of the victims listened to the hearing from the public gallery.

Mr Pascoe told the jury that although the accused had both denied that they were racing, the only sensible explanation would be not simply that Mr Gooch was going too fast, but that both were racing.

He said that Mr Gooch had told police that he was travelling between 40 and 50mph just before the accident. He claimed that his foot became stuck and added: "I leaned down to see what it was, and that was it."

Pilots learn how not to fly off the handle

By HARVEY ELLIOTT, AIR CORRESPONDENT

BRITISH Airways pilots are to be taught the art of getting on with their colleagues because conflict between flight deck crew has been found to cause some of the 70 per cent of air crashes blamed on human error.

BA is sending all its pilots on a three-day course that will include the screening of video films of cockpit conversations just before accidents. Actors will read transcripts from accident investigations.

The pilots will discuss what went wrong and how they would react. They will also fill in a questionnaire about how they see themselves and their colleagues. Pilots' flight simulator performances during their six-monthly tests will be filmed and flight crew will be shown a recording of how they got on with their colleagues.

Jock Lowe, the airline's director of flight crew, said: "We have known for many years that as many as 70 per cent of accidents are

speed limit of 10 knots and slowed down when passing other boats. He asked Mr Bardwell-Jones to submit a claim to the ministry.

Mr Bardwell-Jones said: "What got my goat is that the admiral told me to send in a claim and then the MoD rejected it."

'Car race' crash left five dead

A HIGH-speed race between two drivers caused the deaths of five young people when one of the cars crashed into a play area, it was alleged yesterday.

Gloucester Crown Court was told that a Ford Escort, driven by Shaun Gooch at 80mph in a 40mph area, went out of control and crashed into a group at a roadside bench in Swindon, Wiltshire. Mr Gooch, 25, of Penhill, Swindon, was thrown clear when his car landed upside down in a garden hedge.

Nigel Pascoe, for the prosecution, said that Mr Gooch had just overtaken an Escort XR3i driven by Anthony Gallagher, 23, of Pinehurst, Swindon, as they raced through the town on September 13 last year. Mr Gallagher was overtaking another car, travelling below the speed limit, when Mr Gooch's car scraped him as he passed, Mr Pascoe said.

The two men deny causing death by reckless driving. They are each said to have caused the deaths of Ian Lilley, 7, Sherrie Lear, 8, Paul Carr, 16, who died at the scene, Paula Barnes, 15, and Belinda Brown, 19, who died later in hospital. All were from Swindon. More than a dozen relatives of the victims listened to the hearing from the public gallery.

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Pilots learn how not to fly off the handle

By HARVEY ELLIOTT, AIR CORRESPONDENT

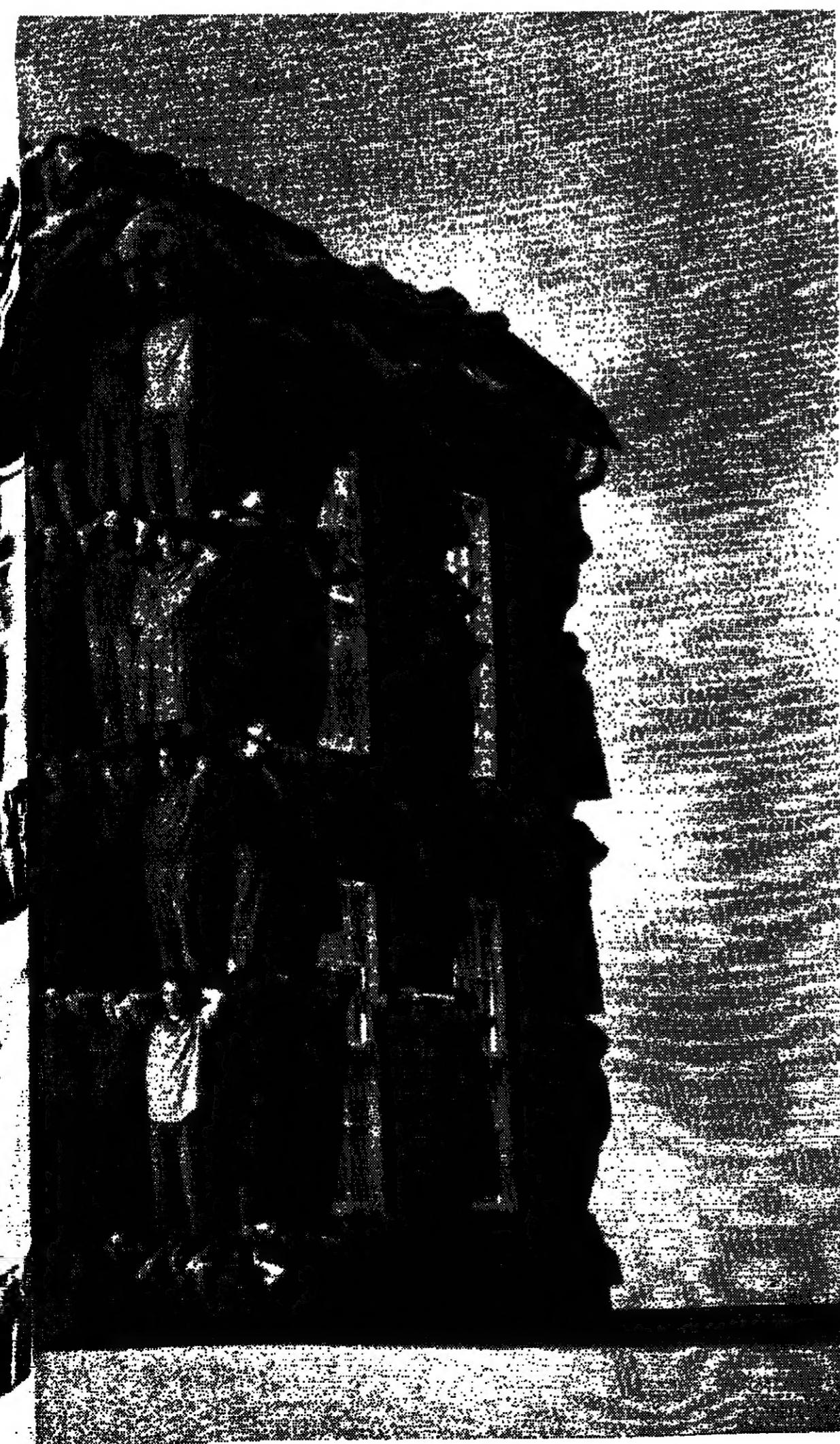
caused by what used to be called pilot error. Until now, we simply accepted that but did little about it.

"Everyone knew that there were some good crews and others who did not perform well together. Now we are tackling that problem head on, trying to find ways of ensuring that people act differently."

Among problems which have been proved to be potentially dangerous are the one-man band syndrome, in which a senior captain dominates his crew and they become frightened to question his actions, sometimes with disastrous results.

On three-man operations, two senior pilots who have been together for many years sometimes shut out the co-pilot, effectively isolating him from the decision-making process. Other captains are so anxious to show they are popular and good communicators that they can be too relaxed and fail to take decisions and give correct orders.

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Liberal Democrats in Harrogate: both sides claim victory in battle over pact with Labour

Ashdown gets go-ahead to widen party links

By ROBIN OAKLEY, POLITICAL EDITOR

THE conference yesterday turned its back firmly on any question of a formal pact or deal with the Labour party. But after a tangled and passionate debate, delegates passed a motion agreeing that the party should "develop and debate ideas by working with people of all parties and none at all".

Paddy Ashdown's supporters hailed it as an authorisation for him to widen the party's political dialogue on the lines advocated in his controversial Chard speech in May, in which he urged co-operation between anti-Conservative forces.

After intense wrangling behind the scenes in Harrogate, involving the party's MPs and the Association of Liberal Democrat Councillors, Mr Ashdown believes he has won the flexibility to develop links with other political groupings and to take advantage of a developing situation should Labour put itself, as his party describes it, "in a state of grace".

Liz Lynne, the MP for Rochdale and one of the party's sternest opponents of any formal contacts with Labour, expressed equal delight after a tortuous series of votes determining the precise text. She said that the party had agreed to talk to individuals and pressure groups but not to any formal dialogue with Labour.

In a debate which centred on the party's post-election dilemma: whether to continue seeking power on its own account and risk being no more than a pressure group, or whether to seek links with others in the hope of forcing through electoral reform and sharing in coalition government, delegates constantly applauded those who demanded that there should be no formal links with Labour.

Many of them admitted the

PARTY STRATEGY

success of the Tory election campaign, insisting that a Liberal Democrat vote was a vote for Labour in ensuring their failure to make any breakthrough at the April general election.

Tom McNally, a former Labour MP and a close Ashdown aide, warned them: "If you want PR and if you want the policies you believe in, you have to look for allies." He too was applauded when he said that for Liberal Democrats to help the Conservatives to remain in office was a betrayal of the British people. It was no use the Liberals gaining control of councils with the aid of soft Tory votes, he said, if the Conservatives remained in power nationally, restricting the freedom of those councils.

Don Foster, the MP for Bath, was cheered when he said: "Paddy has not called for pact with Labour and will not accept them. You have not called for pact with Labour and you will not accept them."

But Simon Hughes, the MP for Southwark and Bermondsey, urged the party not to be afraid of talking to others, co-operating with the like-minded as they had done in the 1975 Common Market referendum. They should work with anyone, he suggested, who believed in sustainable change.

Leighton Andrews, from Battersea, said that the people of Britain had been failed in the 1930s because of progressive views had failed to work together.

After the debate Mr Ashdown said that he was delighted at the outcome, which was a "victory for the party, for reality and especially for party unity". The party now had a clear idea what to do in the future.

Speakers hound hunting lobby

By SHEILA GUNN

Three Liberal Democrats MPs were rebuked by representatives yesterday for refusing to vote for a bill to ban foxhunting in the last parliament.

The conference toughened up its anti-hunting policy as part of a package of animal protection measures. It firmly rejected pleas by some in country areas not to antagonise voters who object to a commitment to ban hunting with hounds.

Alex Carlile, Menzies Campbell and Alan Beith, all MPs with large rural constituencies, voted against the last bill in defiance of party policy. Although the conference vote put them on notice to abide by the party line, they appeared unrepentant and indicated voting against the next bill, which is expected to be debated in the Commons next year.

Mr Carlile, MP for Montgomery, received little support from the conference for his argument that many people sincerely believed that the abolition of all forms of hunting with hounds is neither in the interests of foxes nor in the wider interests of life in the countryside. "I



Carlile running for cover as conference delegates ignore pleas of rural MPs

should be much happier if the party was less inclined to attempt to lay down policy on the issue of hunting with hounds.

It is so clearly a matter of individual conscience and judgment crossing party lines."

The party's anti-hunting green paper would not save a single fox, he added, as regulated sport would give way to

other forms of control, some potentially very cruel.

Other speakers, including the former RSPCA campaigns officer, Gavin Grant, were cheered for a total commitment to outlaw hunting.

Representatives voted for an amendment put by Richard Ryder, former chairman of the RSPCA, to strengthen their objections to vivisection.

The policy document calls for an end to non-medical animal experiments. But the conference went further in voting a ban on all experiments on dogs, cats, horses and primates. The approved motion also calls for phasing out intensive farming, such as battery chicken cages, and supported a mandatory dog registration system.

Conference backs federalist policy

By SHEILA GUNN, POLITICAL CORRESPONDENT

PADDY Ashdown was given the full endorsement of his party to continue his pro-Maastricht, pro-federal Europe policy.

The conference debate was one of the most united, but poorly attended. The motion steered clear of demanding a referendum on the Maastricht treaty as the Liberal Democrat leader has not won universal approval from his supporters for his repeated calls for a national plebiscite before ratification.

The motion, A Citizens' Europe, commits the party to campaigning for a decentralised European federalism and explaining that it

means precisely the opposite of a centralist bureaucracy.

Andrew Duff, chairman of the party's eastern region, successfully asked the conference to support the setting up of a European constitutional convention to endorse new EC laws. Although he had a love/hate relationship with the Maastricht treaty, its ratification was now the best way forward for the Community.

From Brussels and Luxembourg, David Grace said that the treaty should not be rejected because of its text. "Do not throw away what little good that Maastricht does because we would like to see something

better." John Goss, from Boothferry, warned against a strong endorsement of Maastricht as the treaty could be dead by Monday. If the French threw it out, he was sure that something better could be built.

Richard Pitts, a Scottish Liberal Democrat official, believed that ratification of the treaty was vital but wanted a referendum. Graham Watson, Euro candidate for Somerset and West Dorset, urged the prime minister not to appoint Neil Kinnock as an EC commissioner.

Currency crisis, pages 2-4

Conference sketch

Why Europe's big fight passes us by

It has dawned on the vast media menagerie assembled here at Harrogate that we're in the wrong place. Like a large school of pilot whales beached on a sandbank somewhere off the coast of Japan, we are many, we are uneasy and we're stuck.

We stand around outside the conference hall pressing transistor radios to our ears. Will the government survive? Can Europe hold?

Within, Liberal Democrats are debating gypsies. While, in the world beyond Harrogate, the European monetary system totters, Lib Dems debate the water industry, animal rights and women's refugees. A giant two-metre chicken struts among them, chuckling for the cameras but there is a sense of distraction.

The caravan has moved on from Harrogate. Even the chicken knows that this is not where it's at.

Have you ever been to one of those dinner parties where people have run out of anything much to say and everyone knows there's something more interesting on television?

Thoughts turn to that big match, or episode of *The Golden Girls* ... Must we wait for the voting?

Here at Harrogate, we must. Paddy is the padding, and Paddy speaks today. Norman Lamont is slugging it out with Destiny, and we find ourselves ... well, elsewhere.

... So the Lib Dem show goes on. Spoty youths mount the rostrum clutching speech-notes. Spokesmen give ill-attended press conferences. Campaigners hand out leaflets. Journalists wine and dine Liberal luminaries, enquiring politely about the debate on "Party Strategy".

Party strategy matters to Mr Ashdown. Naturally. It would be important to any leader. But why discuss it?

None of us can understand this. It was a previous

Conservative prime minister who remarked that he would sooner ask the opinion of his valerian on any great issue of state, than the opinion of a Tory party conference.

They spent much of yesterday afternoon disputing the question, sometimes ill-temperately, among themselves.

The debate was about whether to approve a motion which, if amended, would make a cautious reference to co-operating with other opposition parties in overthrowing the Tories. 341 Lib Dem delegates think there should be no co-operation. 394 think there should be. We know this because that was the voting on the amendment.

Now, here's a thought.

At the start of the conference Mr Ashdown commanded newsmen the concept of "pluralism" in British politics. This, he said, means taking account of all points of view. Well, one delegate has described the resolution as "fudge, muddle and bollocks". Others, yesterday, described it as "wise, necessary and far-sighted". Wouldn't a "pluralistic" outcome be to encapsulate the strategy as wise fudge, necessary muddle and far-sighted bollocks?

Or there is another way. Since there are roughly 735 words in the amended resolution, a "pluralistic" outcome could include about 394 of them and leave out another 341.

Finally, the resolution could simply be appended by the words "This conference is in two minds as to whether". I cannot see any Liberal Democrat justice in completely overruling the 341 dissidents, leaving them with no voice at all in the resolution. Almost half the party is a victim of a first-past-the-post method of choosing words.

MATTHEW PARRIS

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Dublin offers deal on Ulster claims

By RICHARD FORD, HOME CORRESPONDENT

TALKS on the future of Northern Ireland resumed yesterday, with Unionist politicians seeking a commitment from Dublin to amend its constitutional claim to the province.

Sir Patrick Mayhew, the Northern Ireland secretary, led the British delegation for the first time when discussions reopened at Stormont. The talks are approaching the crucial point at which articles 2 and 3 of the Irish republic's constitution will be discussed.

The Rev Ian Paisley, leader of the Democratic Unionist Party, has withdrawn from the talks, saying that unless the Irish republic "realistically addresses" its territorial claim to the north, he will not participate further in the talks.

In a paper submitted to the talks, the Irish government outlined its willingness to negotiate its territorial claim to the north, but says change could only occur if there were important concessions from the British government and Unionist politicians.

The Irish government is demanding improved and



Mayhew: leading the British delegation

of the electorate in this regard".

The Irish government has defended its constitution, bringing criticism from Unionists that it is behaving in an unbending way. Leaks to the media have done nothing to improve the atmosphere.

Ministers in Dublin remain sceptical about whether the Unionists are genuine in wishing to negotiate a lasting and durable settlement, while the Unionist politicians are concerned about the ultimate intentions of the British government and of angering their grassroots by appearing to offer too many concessions.

The talks are expected to move to Dublin next week when, for the first time since the 1920s, leading Unionist

politicians will hold talks on constitutional matters in Dublin. It is not clear whether Mr Paisley and his deputy will travel to Dublin Castle, once the seat of British rule in Ireland, for the talks. The Ulster Unionist party delegation, including its leader James Molyneaux, will attend.

A number of barriers that have symbolised the deep divisions between both parts of the Ireland have already come down. By entering the talks, Unionist politicians have accepted, albeit reluctantly, that the south has an interest in the north. They have also negotiated with Irish ministers in Stormont, and on Monday will overcome another barrier by going Dublin.

Capping here to stay, Howard tells councils

By DOUGLAS BROOME

THE government has no intention of abolishing poll tax capping and will continue to exercise "tough" control over local government spending indefinitely, Michael Howard, the environment secretary said yesterday.

Speaking at the annual conference of the Labour-controlled Association of Metropolitan Authorities in Trafford, Manchester, Mr Howard said that the power to cap council budgets each year was an essential part of the government's anti-inflation strategy.

With the Treasury contributing more than half of the money spent by councils in England and Wales, ministers had a duty to ensure that the money was spent effectively and taxpayers were not overburdened.

To cries of protest, Mr Howard said: "I do not think

that the fight against inflation is the kind of fight which will ever enable any government to sit back and say we have won the battle and we can relax. The moment any government relaxed the battle would start to be lost all over again."

"I do not see a time when central government will be able to lift up its hands and say of council spending, 'let it rip'."

"I see capping having a permanent role as part of the government's efforts to keep public spending under control which forms an essential part of the fight against inflation."

Jeremy Beecham, chairman of the association, said Mr Howard was taking a tougher line on capping than any of his predecessors. "Even Nicholas Ridley said he was philosophically opposed to permanent capping."

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Disillusion sweeps the Golden State

California deemed a lost cause for Bush

FROM MARTIN FLETCHER IN ORANGE COUNTY, CALIFORNIA

THE Golden State has lost its sheen, and such is California's antipathy to President Bush, the man it holds responsible, that it is no longer a question of whether he can win America's largest state this November, but whether it is even worth him trying.

California has an eighth of all Americans and a fifth of the electoral college votes required for victory. Not since 1980 has a Republican won the White House without it, and not since Lyndon Johnson in 1964 has it backed a Democrat. But so anathema is this status quo president to recession-battered Californians that even Richard Nixon now calls his native state a lost cause that Mr Bush should abandon.

Mr Bush trails Bill Clinton by 21 points in the state but the belly of the beast is Orange



County, the vast suburban sprawl built on citrus groves south of Los Angeles that was the Reagan revolution's staging ground. In 1984 this predominantly white middle-class conglomeration of 2.4 million people gave Mr Reagan a bigger majority than any county in America. In 1988 it provided almost all Mr Bush's 356,000-vote majority in California over Michael Dukakis. The president requires huge support in Orange County to offset Democratic strongholds in San Francisco and Los Angeles, but even here Mr Clinton is a whisker ahead.

The county has lost 90,000 jobs and 200 factories since 1990. Its defence, aerospace, insurance and property industries are in the doldrums. Where Reagan Democrats once abounded, Clinton Republicans are now ascendant.

At a rally last Sunday in Yorba Linda, Mr Nixon's birthplace, the crowd cheered for Mr Reagan but many left during Mr Bush's speech. The conservative Orange County Register has "condemned" Mr Bush.

Disillusion extends beyond

blue-collar white conservatives and yuppie suburbs to Kathryn Thompson, Orange County's foremost female Republican and businesswoman who in 1988 contributed \$250,000 (£132,000) to Mr Bush's campaign and party. At two private meetings in the past year she personally accused Mr Bush on the economy but said he barely acknowledged a recession. He was "completely out of touch". The day after Mr Bush's convention speech she publicly defected to Mr Clinton.

In his plush 15th floor executive suite Roger Johnson, chairman of a \$1-billion multinational semiconductor company called Western Digital, said he had begged Mr Bush and his cabinet members to recognise the depth of America's economic problems but "they just plain didn't understand what was going on". A lifelong Republican, Mr Johnson has also endorsed the Arkansas governor.

California has suffered an almost biblical string of disasters for which Mr Bush cannot be held responsible — earthquakes, drought and forest fires, not to mention the Los Angeles riots, a 63-day state budget crisis and the San Francisco Giants' threatened move to Florida. But California campaign aides who believe that constantly accusing Mr Clinton of draft-dodging could pay dividends.

Geraldine Ferraro, the Democrats' 1984 vice-presidential candidate, seemed last night to be heading for defeat in a primary to decide who will contest a New York seat in the Senate in November for the party. Robert Abrams, New York's attorney-general, was claiming victory with only votes from a handful of precincts still to be counted.

He has a 10 per cent lead



Ferraro: hopes for Senate seat fading

among young suburban voters, a group that overwhelmingly backed Mr Bush in 1988. Roman Catholic voters, who will play a key role in the industrial Mid-west, are also going Mr Clinton's way. Mr Clinton's personal ratings did slip slightly in the poll, which is likely to encourage the Bush campaign aides who believe that constantly accusing Mr Clinton of draft-dodging could pay dividends.

Key groups of voters are defecting to the Democrats, more out of dislike for Mr Bush than fondness for Mr Clinton. The poll shows that "Reagan Democrats", blue-collar workers who switched allegiances, are returning to their political roots: 64 per cent of them are planning to vote for Mr Clinton.

He has a 10 per cent lead



Baby talk: President Bush tries to pacify a crying infant during a campaign visit to Denver aimed at bolstering his flagging popularity

Reagan Democrats switch to Clinton

FROM JAMIE DETTMER IN WASHINGTON

THE electoral coalition the Republicans relied on for their presidential victories in the 1980s is fraying badly and Bill Clinton, riding a wave of economic discontent, is now gaining support from the very voters the Republicans had assumed a few months ago would remain loyal.

According to a survey published yesterday, President Bush's efforts to refocus his campaign and confront economic disaffection have failed to make an impression on the voters. Republican attempts to undermine Mr Clinton, the Democratic candidate, by highlighting inconsistencies in his explanations of why he did not serve in Vietnam have also so far fallen on deaf ears.

The poll in *The New York Times* seems to confirm the view of some Bush advisers that laying out in more detail a second-term agenda will not be enough. The survey, giving Mr Clinton 49 per cent of the vote and Mr Bush 37 per cent, may trigger an increase in personal attacks by the Republicans on Mr Clinton.

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Pakistan flood toll surges over 2,000

FROM CHRISTOPHER THOMAS IN MULTAN

MONSOON floodwaters that have devastated northern Pakistan surged southwards yesterday, turning the Indus river into a torrent that laid waste millions of acres of crops and pushed the death toll above 2,000.

The worst flooding in Pakistan's 45-year history is a shaming blow to the struggling economy. Agriculture is the country's mainstay and it is the prime farmland of Punjab that is bearing the brunt of the damage so far. An inland sea stretched for miles yesterday in the Multan region of southern Punjab, destroying vast areas of wheat that was about to be harvested. Cotton and rice crops were also ruined over a large area.

The army was shoring up barriers protecting a key irrigation system in the southern Punjab region of Panjnad, which is threatened with destruction. Its loss would disrupt agriculture over a large tract of highly productive land.

The extent of human tragedy is as yet immeasurable. The figure of 2,000 dead is starting to look like a big underestimate. Around Multan, which has a population of a million, several hundred villages have disappeared. Last night, floodwater poured into Muzaffargarh, population 50,000, 40 miles south of Multan and 15 miles east of the Indus river. Army officials said that they air-dropped hundreds of soldiers into the area to build barriers to contain the Indus. Military officials said they believed they had saved the city from being swamped.

Mr Bush, unlike Mr Clinton, can just about retake the White House without California, but insists he is still fighting to win here. He can hardly say otherwise. To concede the state now would alienate an important source of funds and permit Mr Clinton to redirect millions of dollars to genuine battlefield states.

Downfall of guerrilla leader may be Fujimori's salvation

FROM BEN MACINTYRE IN LIMA

ABIMAEI Guzman, the leader of the Sendero Luminoso (Shining Path) Maoist guerrillas of Peru, has long vowed to destroy the presidency of Alberto Fujimori: he may end up saving it.

Since Señor Guzman's arrest on Saturday together with 14 fellow revolutionaries, President Fujimori's popularity has soared. He has taken full advantage of the windfall, promising that the guerrilla leader will receive the "maximum penalty" (his own preference being the death penalty) within three weeks, and publicising new anti-terrorist

measures, including possible action against suspected Shining Path activists in Britain.

The capture of Señor Guzman is timely for the president, who closed Peru's courts and Congress in April claiming that government corruption was hampering economic reform and the fight against communism. His tactics dismayed Western supporters, but 80 per cent of Peruvians initially acclaimed the move.

A wave of terror attacks in July eroded Señor Fujimori's support, despite the arrest three months ago of Victor Polay, head of Peru's other

guerrilla group, the Cuban-inspired Tupac Amaru Revolutionary Movement. A poll taken just before Señor Guzman's arrest showed Señor Fujimori's popularity dwindling. Now, with both of his chief adversaries behind bars, the president can claim to be on the way to achieving his stated objective: the elimination of the communist threat by 1995, when his term ends.

On Tuesday the president made public a list of what he says are "international representatives of the Shining Path" in Britain, the United States, France, Germany and other European countries and said he was looking into extraditing them or withdrawing their citizenship. He named three groups and six people in Britain who, he said, worked for the communist guerrillas. The British embassy in Lima said yesterday that extradition of the individuals was unlikely since no such treaty exists between Britain and Peru. "We've looked into these people," said a spokesman, "and as far as we know they are not breaking the law."

The president declared next Thursday a "flag day" and called on Peruvians to show their happiness at the capture of Señor Guzman. He said the guerrilla leader would be tried and sentenced by a military court by October 7, leaving 20 days for an appeal to a higher court. "The state will demonstrate that Peru can guarantee law and morality," he said.

Since Señor Guzman's arrest only one person so far has been killed in terrorist attacks. The police have taken visible pre-emptive action against suspected Shining Path cells. On Tuesday more than 20 suspected terrorists were arrested.

Japan irate over Kurile resort plan

MOSCOW: Japan has issued a strong protest to Russia over plans to develop one of the disputed Kurile islands, and predicted that the diplomatic chill between the two countries will deepen unless the project is stopped (Anne McElvoy writes).

Koichi Kato, the government spokesman, said yesterday in Tokyo: "There is a problem if Russia begins signing development contracts on territory claimed by Japan."

But the regional administration of the islands, based in Sakhalin, said Japan had "no formal reason for protesting against the deal".

It added: "The island of Shikotan is an inalienable part of Russian territory." It also claimed that it had not consulted with Moscow over leasing land for 50 years to a Hong Kong property concern interested in developing the island as a tourist resort.

This is the latest skirmish over the Kuriles dispute following the abrupt cancellation by President Yeltsin of his intended visit to Tokyo last week. Mr Yeltsin has since apologised to Kiichi Miyazawa, the Japanese prime minister, but Tokyo is cross since Mr Yeltsin has already rescheduled the second leg of his trip to Seoul for November without raising the subject of a revised Japanese visit.

Marines sent

Baidera: More than 2,000 US marines and four ships are heading for the Somali coast to back up UN soldiers being deployed to secure Mogadishu, where disorder threatens aid supplies. The marines will not disband.

Canada steps in

HONG KONG: Liu Yijung and Lin Lin, two Chinese women dissidents refused asylum here and in Britain, have been granted refugee status by Canada. They flew to Vancouver, sparing the colony government a political dilemma.

Traders afraid

AMMAN: Iraq's execution of merchants to stop profiteering has backfired, paralysing the private enterprise system that kept sanctions-hit Baghdad stocked with goods. Traders have been frightened off and prices have soared. (Reuters)

Rebels defiant

HARARE: Despite an appeal by aid agencies for food lorries to be allowed into central Mozambique, the rebel Renamo movement is insisting that only routes that it approves may be used.

Checks denied

SEOUL: North Korea has rejected inter-Korean nuclear inspections that South Korea has made a condition for better ties, and has rejected reunions of divided families until the issue is solved. (AP)

Grave matter

CAIRO: An ambitious plan to restore and reopen Tutankhamun's tomb is to be announced soon by the Egyptian Antiquities Organisation. California's J. Paul Getty Institute is to help in the rehabilitation.

Fistful of dollars opens Moscow medics' doors

Anne McElvoy reports on a private hospital which cared for past Soviet leaders in their dotage



The story of the correspondent's wife who gave birth to twins here and discovered that the obstetrician had sterilised her in the process. Nowadays there is reliable treatment for those who can afford it. My consultation with a French doctor cost £40, the blood test £15, drugs £5 and an air-cast £20. The X-ray cost £30: I hope I get to keep the pictures.

The hospital's newly market-conscious management is charging for an environment whose luxury would shame private health services in Britain. The hospital grounds are spacious and beautifully tended. Inside,

the long corridors are wood-panelled with deep-pile red carpets. The walls are adorned with carvings of classical Greek physicians alongside socialist realist etchings of their Soviet equivalents. The exhausted, or malingering, functionaries would collapse into white leather sofas in the individual waiting rooms.

In a system obsessed with hierarchy, treatment here was reserved for the top cadres only. "All our patients were extremely influential," said Dr Vladimir Sibiryak, head of the intensive care unit for ten years. He was

discreet about the illnesses of former famous patients, but added: "Let us just say that our intensive care station was the stopping point of three leaders [Brezhnev, Andropov and Chernenko] in their last days." Functionaries of the communist party made docile patients, he reflected. "Even the most powerful statesman or KGB colonel is helpless when he is ill. Sickness was the one thing they could not just order to go away."

He recalled that in the normal departments, the worst patients were the recalcitrant apparatuses who tried to avoid their twice yearly compulsory check-up. "Some of them got it into their heads that the examinations would be used as pretenses to remove them from their jobs, so if they felt vulnerable in their jobs they would put off coming."

In the days when something was considered something the translations, carried out with the assistance of a huge medical dictionary. As I boarded the X-ray table nursing my left ankle, the radiographer told me not to worry, everything would be fine, before adding cheerfully, "Right-hand ankle then, is it?"

Control near UN aid routes sought

Bosnian rivals race to tighten grip on land

By MICHAEL EVANS, DEFENCE CORRESPONDENT

A FIERCE battle is now expected between the Serbs, Croats and Muslims for control of territory around the planned humanitarian relief convoy routes, during the 40-day countdown to the arrival of 6,000 additional United Nations peacekeeping troops in Bosnia-Herzegovina. Military sources said all three factions would attempt to consolidate or improve their positions before the extra UN firepower was in position. Although Sarajevo was relatively quiet yesterday, the Muslim forces in the Bosnian capital have been trying to force a corridor through Serbian lines to Mount Ingman, south of the city, where it is believed they have guns, ammunition and troop reinforcements. The Muslim plan appears to be to put pressure on Ilidza, west of Sarajevo. Ilidza, the key to the Bosnian capital, contains a pocket of Serbian positions. If the Muslims, attacking from the outlying Sarajevo suburb of

Butmir, can cut through, they will have a corridor to Mount Ingman and be able to threaten the flank of the besieging Serbs.

As the struggle for territory continued, Cyrus Vance and Lord Owen, chairmen of the joint UN and European Community peace conference on Yugoslavia, said in Geneva that there was a "new mood" in Belgrade which could provide a boost to prospects for peace. "It would be foolish not to recognise that we are dealing with a more helpful and progressive attitude in Belgrade than we had in the past," Lord Owen said.

The softening political attitude may reflect the changing military scene in Bosnia. Western military officers serving with UN peacekeepers in Sarajevo say the mainly Muslim forces defending the besieged city are now strong enough to resist any Serbian onslaught.

Similarly, the Croats are attempting to slice through the Serbian corridor which runs across northern Bosnia into Croatia. The heavy fighting in the region of Serb-controlled Banja Luka is illustrative of the Croatian objective to cut a swathe through the nationalist heartland of the Serbs.

The Muslims are expected to bear the brunt of the fighting in the battle for territory over the next few weeks. They have suffered more than the Croats from Serbian artillery fire. The supposed alliance between Croats and Muslims also looks increasingly disjointed, if not illusory.

Anatoli Zlenko, Ukraine's foreign minister, said in London yesterday that Ukrainian troops would remain in Sarajevo however fierce the attacks on their United Nations barracks.

• Missile detected: An official report, compiled by military experts from Italy, confirmed yesterday that the Italian relief plane which crashed in Bosnia earlier this month was shot down by a missile. It did not say who fired the missile.

Lorry driver on a rough road

FROM EDWARD GORMAN IN ZAGREB

THE Yorkshire accent came as a startling reminder of home at the Croatian checkpoint on the road south of Karlovac into Serbia. Bosnia.

Mick Rhodes, a 17-stone former rugby player, was leaning on the wheel arch of one of five Red Cross lorries. "You can't get any further up the road mate," he said cheerfully. "There's been fighting overnight and the Serbs have mined it."

With four Swiss volunteers, Mr Rhodes, 31, a long-distance lorry driver based in Peterborough, was attempting his first trip from Zagreb to the mainly Muslim town of Bihać, which is surrounded by Serbian irregular forces. The lorries carry more than 100 tons of supplies.

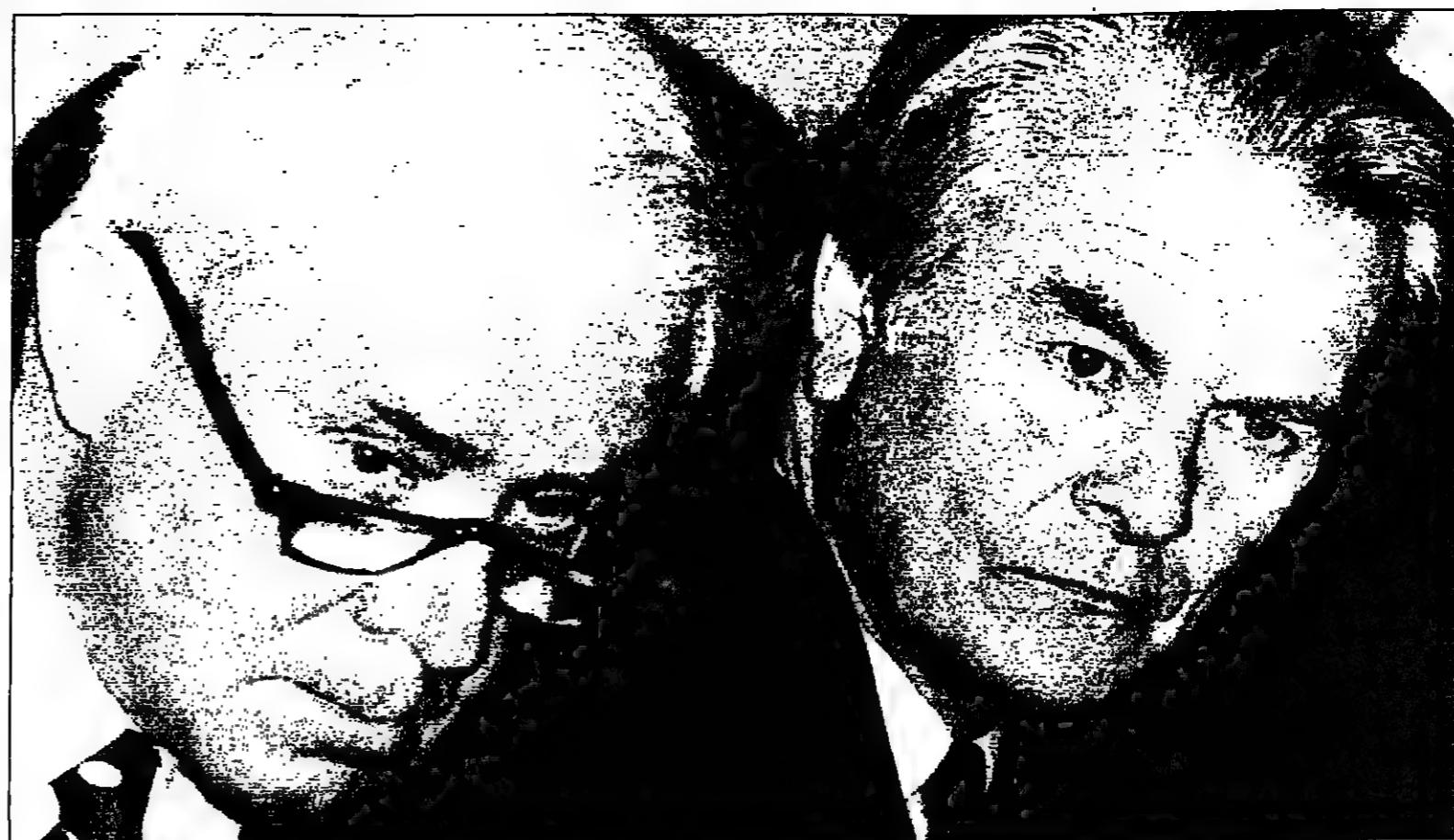
This is a hazardous journey, requiring drivers to cross about 50 miles of open country and three sets of lines where panicky or drunk irregulars can be alarmingly unpredictable. It is easy ambush country, but the rules of the Red Cross stipulate that there

can be no armed escort.

Mr Rhodes brushes aside talk of bravery. He says he has spent years delivering goods such as fitted kitchens to people who want them but don't need them. "This is the first time I have actually delivered anything that people need," he said. "It makes you feel good."

It is three weeks since Mr Rhodes heard on a radio programme that drivers from "neutral" countries were required by the Red Cross to take humanitarian supplies through the lines in Bosnia and Croatia. Within a couple of hours, he had resolved to volunteer. "I rang up my wife before I called the Red Cross," he said. "She said she'd be scared, but if it was what I wanted, I should do it."

Mr Rhodes arrived in Croatia last weekend. He has already made two trips to Banja Luka. Over the next six months he is likely to make scores of similar journeys, each unpredictable and dangerous. He says he will stay as long as he is needed.



Positive attitudes: Cyrus Vance, left, and Lord Owen telling a Geneva press conference of a new, more helpful stance by Belgrade

KGB records revive Hitler mystery

BY JOHN MILLER AND BRUCE CLARK IN MOSCOW

NEWSREEL footage from KGB archives purportedly showing Adolf Hitler lying dead surrounded by Red Army officers has revived speculation about how he died. Russian television's programme, *Secrets of the KGB*, refutes received wisdom that Hitler shot himself on April

30, 1945 as the Russians closed in around his Berlin bunker, and that his body was burnt by aides. The new footage shows a dead and uniformed Hitler and his body in a good state of preservation. Some Red Army officers are standing around but analysis of the film shows that the officers and Hitler are not in the same shot. Some analysts suspect the footage is not of Hitler at all, but of a double.

In the past few months the remains of Hitler and Eva Braun have been "traced" to Magdeburg in Germany with the help of former Red Army officers, although bones discovered have never been confirmed as being Hitler's.

One theory yet to be tested is that Hitler's remains have been kept by the former Soviet defence ministry. Marshal Georgi Zhukov is said to have had his skull.

The new footage shows a dead and uniformed Hitler and his body in a good state of preservation. Some Red Army officers are standing around but analysis of the film shows that the officers and Hitler are not in the same shot. Some analysts suspect the footage is not of Hitler at all, but of a double.

Four people were sentenced on Monday to between three and four years in prison for their role in the attack but among their friends there is little condemnation of their brutality.

At the trial, a procession of witnesses proclaimed their indifference to the death of Kiowa. After the verdict, a council official advised black people not to walk around

German youths show little remorse over racist attacks

FROM ADAM LEBOV IN EBERSWALDE

THE message of brotherhood and equality being expounded this week at the Berlin congress of the Socialist International cuts little ice in this dull eastern German town.

Eberswalde achieved notoriety after dozens of neo-Nazi killers beat an Angolan worker to death in November 1990. Police ran into a wall of silence when they tried to investigate the death of Amadeu Antonio Kiowa, 28, and two years on, racist sentiments and sympathy for the thugs are still easy to find.

Four people were sentenced on Monday to between three and four years in prison for their role in the attack but among their friends there is little condemnation of their brutality.

For Tino, the demise of eastern Germany has given him a chance to proclaim the right-wing views that he secretly espoused for years. "I always thought like this, but I didn't show it in the German Democratic Republic."

His friend Mike, a cook

said: "People get killed all over

the world . . . The violence is not a solution but it's the beginning of getting something done and it makes people aware. The gypsies come here as beggars and if I won't give them money they call me a Nazi pig."

The 250 asylum-seekers still in Eberswalde have organised a night-watch guard. "We are very scared, especially at night," said Meten, 27, from Turkey, who was beaten up by neo-Nazis at a local disco.

"The men stay awake on guard while the women and children sleep. The police take two or three hours to come, if they come at all."

• Some German police, who have been accused of not doing enough to contain far-right-wing violence against foreigners, yesterday raided 109 homes in 15 cities in the state of Saxony. Weapons and extreme-right wing literature were seized. (Reuters)

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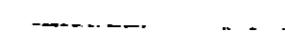
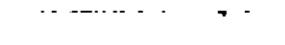
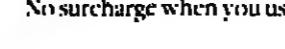
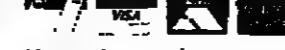
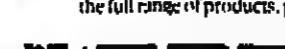
Dulux Trade Paint for New Plaster. Natural Whites and Colours. 5 Litres. Old Price £18.79.....	£17.99 each
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SENSE AT LAST

It took until early yesterday evening for the government to bow before forces that it should never have been fighting. Determination without power risks ridicule. For most of yesterday John Major showed the courage for which he is famous without also showing the common sense that made him prime minister. The result was sadly ridiculous.

In the morning Mr Major ordered his Chancellor of the Exchequer to fight a brief battle with the money markets in which victory would have been a miracle. The announcement of two separate interest rate rises — to levels which if maintained would mean a mass grave for Britain's manufacturing industry — failed to persuade currency traders that the pound was worth what the government wanted it to be worth.

Norman Lamont, whose job it was to lead such assaults, now has about the same survival chances as a first world war infantry officer on the western front. There is an ominous quiet among those who should be his allies. The cabinet is not rich in would-be replacements but Michael Heseltine, Kenneth Clarke and perhaps best of all Michael Howard would find support.

Messrs Major and Lamont hoped that their determination to raise rates to 15 per cent would buy them time until after the French referendum on Sunday. In earlier more gentlemanly days it might have done. But today's buyers and sellers form a market which moves with an elemental power and speed. A modern King Canute might have well chosen yesterday to show his courtiers how no mortal man can buck the incoming tide. Downing Street decided instead to show how courage can move mountains. It did not convince.

Government policy is still a parody of steadfastness. The decision to suspend European exchange-rate membership is a sensible first step of retreat. The removal of the 3 per cent rate rise planned for today is not enough. It should be reduced to at least the 10 per cent rate at which it began yesterday.

Higher than necessary interest rates are a

crippling burden in themselves. Even if they had helped support sterling yesterday the benefit would have been brief. The currency would have been soon undermined by the collapse of industrial companies throughout the country. No unit of money can long remain detached from the business activity that gives it value.

Today the markets have their way. The government must now face the recriminations of its supporters and opponents. Labour has long been right to demand a recall of Parliament. The government whips bowed to the inevitable last night and recalled MPs to Westminster next week. The debate should not be dominated, as it is on television, only by those who are fanatics on one side of the argument or the other.

Until yesterday, the French referendum was still seen by some as the saviour of the day. Foreign Office ministers had not lost their hope that, after this little local difficulty, a French majority for the Maastricht treaty might put Europe back on course to monetary union. It is more likely, however, that Sunday's vote is losing importance, maybe even faster than the Chancellor is losing the support of Tory MPs. A French yes would not save the ERM from the opprobrium in which it is increasingly held both among present Community members and those who aim to join the Community.

Mr Major has a strong and justified belief in the enlargement of the EC, particularly by the membership of such countries as Sweden which would bring with them industrial power and the ability to contribute funds rather than demand them. Few Swedes will end this month as enthusiastic for EC membership as they began it.

If the French vote yes, Mr Major still has to steer the Maastricht treaty through the House of Commons. That path will now be far more treacherous than before. Perhaps not even the most aggressive whipping could win a majority on a vote to guillotine the debate or deny a referendum. Labour may at any time wake to the tactical advantage of advocating that the British people, as well as the French, should decide.

The highest international respect, and travel most between foreign laboratories, rarely appear on the committees, which do not benefit from their expertise or the knowledge they possess of the state of a field of scientific research at a particular time.

They are consequently not usually considered as possible chairmen, and they do not progress to higher posts within the research council and, possibly, the Associated Board of Research Councils. Eventually the benefit of the advice that they are able to give is not available at ministerial level.

The existing system could be improved immeasurably by the research councils behaving more openly than they have done in the past, telling how their affairs are conducted and allowing democratic election on to panels of referees on to committees and into chairmanships.

Yours sincerely,
KEITH A. McLAUCHLAN,
Oxford University,
Physical Chemistry Laboratory,
South Parks Road, Oxford.
September 7.

victims than as a blot on womanhood or corrupters of men. Even in the magistrates' courts of central London, where the law knows most about this trade, the ritual morning appearance of women arrested for soliciting has become akin to tax collection through regular modest fines (£10 being standard in many cases). Short spells in prison are greeted as opportunities for routine health checks rather than as exemplary punishment for vice. Constant police attention has the merit of making the prostitute's life a little safer. Being on the street enables prostitutes to look out for each other, and to pass on warnings about dangerous customers. The very visibility of prostitution which can so annoy the public has its other side, therefore. Driving it underground and out of sight has drawbacks.

By the same test, however, the present law absurdly deems two prostitutes living together to constitute a brothel, which makes either or both of them criminals. It therefore diminishes the mutual protection they could give each other, which they now have to obtain by working the streets together. This law also makes survival more difficult for a prostitute trying to manage without a pimp, a male controller who shares in her profits in return for protection. Much of the violence prostitutes suffer is at the hands of such men. And if the law against soliciting is intended to prevent the nuisance to passers-by from women flaunting their trade in the street, then logically where there are no passers-by — apart from men looking for prostitutes — there is no public nuisance.

So the Birmingham "zone of tolerance", all proposals for regulating prostitution, has both merits and snags. The government cannot shirk the necessary balancing exercise, which was last done too long ago to suit society's prejudices and purposes today.

BALANCE OF EVILS

The present law on prostitution pleases nobody and creates worse evils than it cures. But prostitution cannot be totally suppressed nor freed from every control. Each era must strike its own balance, and it is time Kenneth Clarke, the home secretary, listened to his Home Office advisers who think a review of the law is overdue and the 1956 Sexual Offences Act obsolete. The Liberal Democrats have thrown in their pennworth of opinion this week to much the same effect.

A report currently before Birmingham council finds that the nuisance arising from the late-night interaction of streetwalkers and kerb crawlers has become so disturbing to residents as to prompt the suggestion of a "zone of tolerance" away from any housing district, where prostitutes would be allowed to operate clear of the public and unhampered by police. This would require a change in the law.

A modern law on prostitution would take a more restrained view of the public interest than the 1956 act, which echoed the Victorian attitude that the punishment of a prostitute was necessary to express disapproval of her activity for the sake of public morality. The law should be concerned to prevent public nuisance or threats to public health, but it is not an appropriate or even effective vehicle for enforcing a code of sexual morals.

Even the Mothers' Union, which turned down a demand for the legalisation of brothels earlier this year, did so in terms that recognised the law's defects. This bastion of middle-class respectability was concerned not so much to condemn the prostitute for her immorality as to protect her from exploitation. This is in line with the less judgmental mood in public opinion generally.

The way of life may still carry some stigma, but individual prostitutes are regarded more as inadequate and unfortunate

ART OF FREEDOM

Tomorrow strange gods come to Piccadilly, which in its time has acted as a thoroughfare for most strange things from the round world's imagined and out-of-the-way corners. The huge exhibition of Tibetan sacred art, *Wisdom and Compassion*, is opening at the Royal Academy. It is so exotic in its savage and erotic imagery, so extravagant in its colours and genres and legends, so different from the conventions of Western art and metropolitan life, that it might have been flown in from another wilder planet where there are different colours in the spectrum and images in the mind.

The works of art, scroll paintings, metal images and wooden block prints have in fact descended from a place known to Britons as the forbidden land, the roof of the world and the lost horizon. Tibet is the highest, bleakest, windiest, remotest, and least known country in the world, a vast soaring place 15 times the size of England where the depths of the valleys are higher than the summits of the Alps. Until recently Tibet's astonishing art was dismissed by some narrow minds as obscene, barbaric and degenerate, though its traditions go back to an age when the only painting in England was body-painting done with woad.

Television, modern printing and mass travel have made modern susceptibility readier than it used to be to appreciate the beauties of an alien culture. The 160 masterpieces of Tibetan art down the centuries have necessarily been assembled from collections outside Tibet. None come from Tibet itself, because it has been forbidden to be a country for more than 40 years, and art is a potent

symbol of nationhood. Even the unimpassionate, who may see little merit in Tibetan art, can be moved by its politics. Since the Chinese invaded Tibet in 1949, they have systematically set about destroying its identity, which largely means its culture and religion. Sacred scriptures have been ploughed in with manure, 6,000 monasteries have been destroyed, and holy mani stones have been used to make sewers.

Official Britain has shamefully appeared in the Chinese in their annexation of Tibet, the decimation of its people and the attempted destruction of their culture, ever since it blocked the Dalai Lama's appeal to the United Nations when China invaded. No diplomatic advantage has come from this cowardly policy of placating the invaders and destroyers. *The Times*, which has taken a friendly interest in the region ever since it scooped the world with its sponsorship of the first conquest of Everest, has been more robust about this faraway country belonging to people of whom the Foreign Office prefers to know nothing. Britain should at last stand up for its original policy, which in 1943 recognised China's special interest in Tibet only on condition that China respected Tibetan autonomy, including its right to diplomatic representation.

The exhibition we are sponsoring is a dramatic artistic event to open the eyes of Londoners to an old world. But it is also a political emblem. Life is short but art is long. The Tibetan heritage, which came so close to extinction and is still under threat, has been brought to life in London as a symbol that Tibet still lives and shall one day be free.

Lack of democracy in research bodies

From Dr K. A. McLauchlan, FRS

Sir. The funds allocated for civil scientific research in this country are administered through the research councils on the basis of peer review. Within each research council the reports from referees are considered by committees which, with their chairmen, determine what research is funded and what not. The system requires the confidence of the scientific community to work and to ensure that the best innovative research is supported.

Today the markets have their way. The government must now face the recriminations of its supporters and opponents. Labour has long been right to demand a recall of Parliament. The government whips bowed to the inevitable last night and recalled MPs to Westminster next week. The debate should not be dominated, as it is on television, only by those who are fanatics on one side of the argument or the other.

At every stage it lacks democracy.

And working scientists have little say in the choice of those from whom referees may be selected (i.e. in establishing their peers) or in the membership of committees despite these controlling their whole ability to pursue their research.

Selection of both is largely made by employees of the research councils who have little up-to-date scientific expertise, often with the help of individual chairmen.

The latter are extremely influential at every stage and are selected in ways which are not known to practising scientists, but appear to emerge from previous committee duty. They tend to remain in the system for long periods, and often rise through it on to higher boards.

Many British scientists who enjoy the highest international respect, and travel most between foreign laboratories, rarely appear on the committees, which do not benefit from their expertise or the knowledge they possess of the state of a field of scientific research at a particular time.

They are consequently not usually considered as possible chairmen, and they do not progress to higher posts within the research council and, possibly, the Associated Board of Research Councils. Eventually the benefit of the advice that they are able to give is not available at ministerial level.

The existing system could be improved immeasurably by the research councils behaving more openly than they have done in the past, telling how their affairs are conducted and allowing democratic election on to panels of referees on to committees and into chairmanships.

Yours sincerely,
KEITH A. McLAUCHLAN,
Oxford University,
Physical Chemistry Laboratory,
South Parks Road, Oxford.
September 7.

Meals in pubs

From Mr Dennis Heaton

Sir, Mr Roy Herbert (letter, September 4) questions the quality of pub meals. It has long been apparent that steak and kidney pies in many pubs are not the real thing and when claimed as "home made" are suspect.

Catering suppliers provide ready-cooked steak and kidney fillings in bulk, to be processed quickly in the kitchen with pastry often separate, as in Mr Herbert's example, and re-heated in a microwave. There can be a 400 per cent mark-up on this virtually labour-free product.

Similarly, almost every pub offers "home-made" soup. Large packets of soup powder abound — for which the publican just adds water and heats.

It is amazing how people have come to accept this form of catering and still believe someone is slaving away in the kitchen. Living in a rural area, I would like to think that the pub cooking was genuine. Not a bit of it: the mass caterers' vans are regularly outside our country inns disgorging their universal products, which are almost then advertised as "home made".

The public acquiesce in their lack of discernment and acceptance of inferior quality in traditional dishes. At the prices asked, the customer should demand more authenticity.

Yours sincerely,
D. L. HEATON,
Waterloo Grange Annex,
Hainford, Norfolk.

Classic FM

From Mr Buxton Orr

Sir, As a professional composer I owe much to the old Third Programme and to Radio 3. But using Classic FM for casual listening (letter, September 12, 15), I am meeting with delight many old favourites I have no longer felt the need deliberately to seek out.

More important, I think of a friend, new to the world of classical music, who has merely reached out for Pavarotti or "our Nige" for want of knowing where else to go. For her, Classic FM seems to me the perfect guide, suggesting so many different avenues for further exploration.

As for Schoenberg, he can only be approached through a deep familiarity with the classical tradition. It is my belief that he will come into his own in the 21st century. Those with open ears and able to face the emotional and intellectual rigour of his world may well have been nurtured on the output of Classic FM.

Yours faithfully,
BUXTON ORR,
Church House Barn,
Llanwarne, Hereford.

Letters to the editor should carry a daytime telephone number. They may be sent to a fax number — 071-782 5046.

LETTERS TO THE EDITOR

1 Pennington Street, London E1 9XN Telephone 071-782 5000

Making sure that we speak properly

From Mr Max Morris

Sir, David Pascall, chairman of the National Curriculum Council, says that "teachers would be expected to correct those who spoke sloppily, even in the playground" (report, September 10). What a splendid idea. It only remains for Mr Pascall to show teachers how to do it.

Yours etc,
MAX MORRIS (Headmaster,
Willesden High School, 1967-78),
44 Coolhurst Road, N8.
September 10.

From Mr Nigel F. Smith

Sir, In my view the principal reason why the quality of written English is so poor is that the language is taught as an art form rather than as a means of communication.

Pupils should be taught simple, plain, punchy English which gets the message across as clearly and concisely as possible. Shakespeare has

selected both is largely made by employees of the research councils who have little up-to-date scientific expertise, often with the help of individual chairmen.

The latter are extremely influential at every stage and are selected in ways which are not known to practising scientists, but appear to emerge from previous committee duty. They tend to remain in the system for long periods, and often rise through it on to higher boards.

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Yours sincerely,
KEITH A. McLAUCHLAN,
Oxford University,
Physical Chemistry Laboratory,
South Parks Road, Oxford.
September 7.

cordially to suggest that he and other politicians submit themselves to the standard English tests presented in schools such as St Paul's.

Sir, If the education secretary is to have any success in the much needed shake-up in the teaching of English, children's television programmes should conform to a set of rules, governing grammar, vocabulary and clear enunciation. Differing accents are no hindrance to these requirements but add to the attraction of verbal communication.

I am, yours faithfully,
ANN DENT,
12 Smith Street, Chelsea, SW3.
September 10.

Nevertheless we continue to see the Secretary of State linking literary classics to the teaching of the modern language. As long as such attitudes persist the quality of written and spoken English from those leaving schools and universities will remain abysmal.

It is a great pity that the education secretary is to be "Teaching about the devil and the concept of damnation is essential as a component in a good education. Discuss."

If the intelligent, the witty and the literate are to stay in the teaching profession a few incentives will be needed.

Yours faithfully,
JILL CLOUGH, Headmistress,
The Royal Naval School, Farnham Lane, Haslemere, Surrey.

cordially to suggest that he and other politicians submit themselves to the standard English tests presented in schools such as St Paul's.

Too often the impression is given that magistrates see themselves as agents for the police in rubber-stamping the decision of a police officer. Thus it is frequently the case that when an individual charged with causing actual bodily harm to a police officer indicates his intention to elect to be tried in crown court by judge and jury, the prosecution drop the more serious charge and substitute a charge of assault, thus depriving the accused of his right to jury trial.

In the same way, if the proposal regarding their is accepted you will find that magically the value of goods alleged in a charge will be reduced to below £200 if the accused seeks jury trial so that the police may deprive him of it.

Reputation is not to be measured in money terms.

Yours faithfully,
STANLEY BEST,
Portsmouth Barristers' Chambers,
Victory House, 7 Bellevue Terrace,
Southsea, Portsmouth, Hampshire.

September 12.

Many people avail themselves of trial by jury because they and their

lawyers, with good cause, do not trust the majority of lay magistrates to arrive at a just decision.

Too often the impression is given that magistrates see themselves as agents for the police in rubber-stamping the decision of a police officer. Thus it is frequently the case that when an individual charged with causing actual bodily harm to a police officer indicates his intention to elect to be tried in crown court by judge and jury, the prosecution drop the more serious charge and substitute a charge of assault, thus depriving the accused of his right to jury trial.

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COURT CIRCULAR

BALMORAL CASTLE
September 16: The Queen was represented by Sir Joshua Rowley, Bt (Her Majesty's Lord Lieutenant for Suffolk) at the Funeral of Admiral Sir Guy Granham, formerly Governor and Commander-in-Chief of Malta, which was held in St. James's Church, Nayland, today. The Duke of Edinburgh was represented by Admiral of the Fleet the Lord Lewin, KG.

The Queen and the Duke of Edinburgh were represented by the Earl of Wemyss and March, KT, at the Memorial Service for the Viscount Muirshiel, KT, which was held in Kilmaul Old Kirk, Kilmarnock, today.

The Hon. Mary Morrison has succeeded the Lady Susan Hussey as Lady in Waiting to The Queen.

KENSINGTON PALACE
September 16: The Duke of Gloucester, Trustee of the British Museum, this morning opened the International Medal Federation Congress at Beveridge Hall, Senate House, University of London, Malet Street, London WC1.

Major Nicholas Barne was in attendance.

YORK HOUSE

September 16: The Duke of Kent this afternoon opened The Felix Training Centre at the Army School of Ammunition, Kineton, Warwickshire.

Captain the Honourable Tom Hussey was in attendance.

Birthdays today

Professor Sir Donald Acheson, former chief medical officer, Home Government, 66; Miss Anne Bancroft, actress, 61; The Right Rev. T.J. Bavin, Bishop of Portsmouth, 57; Mr David Bauldry, ballerina and choreographer, 35; Professor A.N. Brooks, master, Churchill College, Cambridge, 54; Marshal of the RAF Lord Craig of Radley, 63; General Sir Kenneth Darling, 83; Professor Naomi Dame, geneticist, 70; Miss Jennifer Dickson, photographer and artist, 56; Sir Desmond Fennell, former High Court judge, 59; Mr D.A. Fenner, former headmaster, Alleyn's School, 99; Mr Gwynn Ffwr沁, former director-general, Foreign Commission, 62; Sir Richard Gastell, former president, Law Society, 56; Professor Sir John Hale, Italian historian, 69; Sir Desmond Heap, former Comptroller and City Solicitor, Corporation of London, 85; Mr Chaim Herzog, president of Israel, 74; Mr Desmond Lynam, broadcaster, 50; Mr Michael Morley, racehorse trainer, 53; Mr Stirling Moss, racing driver, 63; Air Commodore Dame Pauline Parsons, a former matron-in-chief, PMRAFNS, 80; Miss Diana Sheridan, actress, 72; Miss Mary Stewart (Lady Stewart), novelist, 76; Sir Jack Stewart-Clark, MEP, 63; Miss Karen Straker, showjumper, 28; Mr Vernon C. Thompson, thoracic surgeon, 87; Professor Elizabeth Wilkinson, former professor of German, 83.

Memorial services

Viscount Muirshiel, KT
The Queen and the Duke of Edinburgh were represented by the Earl of Wemyss and March, KT, at a memorial service for Viscount Muirshiel, KT, held yesterday at Kilmaul Old Kirk. The Rev Bernard Lodge officiated and gave an address. Lord Macay and Mrs Robert Steedman read the lessons.

The Lord Lieutenant of Renfrewshire and the Lord Lyon King of Arms attended and the Order of the Thistle was represented by the Earl of Elgin and Kincardine, KT.

Professor G.L.S. Shackle

A service of thanksgiving for the life and work of Professor G.L.S. Shackle was held yesterday at Aldeburgh Parish Church, Suffolk. Canon W.D. Hutchinson officiated. Professor Stephen Frowen and the Rev Dick Hare gave addresses.

Dinner

Anchorites
Captain R.M. Kohler, RN, presided at a dinner given by the Anchorites last night at the Cafe Royal. Commodore P.L. Bryan was the principal guest.

St Leonards and St Katharine Schools

Term began on September 1, with news of excellent examination results. The first contingent of 10th to reside in the new 16th Form House, formally opened by Lord Fraser of Carmyllie on July 7, achieved 99 percent A-level pass: 88 percent at Grades A-C and 61 percent A-B. The Sixth Form lecture programme for the new session began on the first day of term with an address by Sir Kenneth Dover, Chancellor of the University of St Andrews. Subsequent speakers will include Mr Alex Salmond, MP, talking on "Scotland and Europe". Professor Howie will address staff on the subject of educational reform on October 5, when Poetry Week also begins. There are Open Days on Monday, October 5 (St Katharine) and Tuesday, October 6 (St Leonards) and the first half of the St Leonards term concludes with Inter-House Drama. The term as a whole ends with Carol Services in Holy Trinity Church (St Leonards) and in St Salvator's Chapel (St Katharine). Senior Week will take place from May 14-16. Entrance scholarships take place on Saturday, November 7. This includes scholarship entry into the St Leonards Sixth Form. Head Girl of St Leonards this session is Rachel Bonham-Carter, Captain of School is Charlotte Wilson.

Today's royal engagements

The Princess of Wales, as Patron of British Red Cross Youth, will visit the Red Cross National headquarters at 9 Grosvenor Crescent, SW1, at 10.15. The Duke of Kent, as Patron of the London Philharmonic, will attend a concert at the Festival Hall at 6.25 to mark the launch of the orchestra's residency and the opening of the South Bank Centre's 1992/3 concert season.

The Duchess of Kent will visit the Royal British Legion Village and Community Centre, Alresford, Kent, at 11.00; and will attend a seminar in Maidstone at 1.00.

The Times Concise Atlas of the World

A new edition of *The Times Concise Atlas of the World* is published today by Times Books. It reflects the enormous political changes that have reshaped the world map recently. Eighteen new states, as well as hundreds of place-name changes, are incorporated. The atlas is available from bookshops at £3.50.

Telephone 071 481 4000

Like as those who are free: not
themselves as though your
friends present, but a clod
for wrongdoing but no slaves in
God's service.
1 Peter 2: 16 RRS

BIRTHS

ANDREWS - On August 19th, to Caroline and Stuart, a son, Henry Alexander.

BROWN - On September 2nd, 1992, to Mary (nee Agnew) and John, a son, Edward John Alexander.

CAMPBELL - On September 15th, to Catherine (nee Murray) and Alastair, a daughter, Harriet Constance, a sister for Murray.

GLEAVE - On September 8th, to Mark and Anna (nee Mulhern), a son, Edmund, a brother to Grace.

SULLIVAN - On September 11th, to Hilary (nee Say) and Andrew, a daughter, Alexandra Lucy, a sister for Hilary.

THORNTON - On September 14th, to Rosemary (nee Litchfield) and Mark, a daughter, Louise.

WIVANTI - On September 9th, in the Humber Hospital, Wellington, to Mandy (nee Grayson) and Angelo, a son, Mitchell Marco.

WEATLEY - On September 3rd, to Catherine (nee Wood) and Simon, a daughter, Fleur Elizabeth Catherine.

DIAMOND ANNIVERSARIES

MOTT-WHEATIE - George and Ruby married September 17, 1952. They live in Walton-Strand, Hertford, officiated by the Rev. Rollo Meyer, present address, 42 Canfield Road, Paraparaumu Beach, New Zealand.



The Duke of Kent (centre) holds tightly on to his beret during an Army helicopter demonstration at Kineton yesterday

How the Army stays one step ahead of terrorists

BY CRAIG SETON

A £4 MILLION centre is said to be the world's most advanced facility for bomb disposal operators to be trained in realistic surroundings was unveiled by the Army yesterday.

The 100-acre centre, at the Central Ammunition Depot at Kineton, near Warwick, will be used to train Explosives Ordnance Disposal Operators (EOD) to deal with emergencies ranging from terrorist bombs to explosive devices from the second

world war. It includes houses, a railway station with working trains, a pub, hotel, a garage and a farm.

The facility was officially opened yesterday by the Duke of Kent, who watched demonstrations illustrating terrorist incidents in which bomb disposal experts had been involved. It will be used by the Army's School of Ammunition to train bomb disposal operators from the three British armed services and personnel from overseas

and is designed to provide a realistic simulation of urban and rural locations in which they may have to work.

The centre has five acres of separate urban complexes within a large rural area, each of which has been fully equipped. The houses are fully fitted with furniture and central heating and the hotel has beds.

The school of ammunition trainees and technicians from the Royal Army Ordnance Corps to deal with terrorist bombs, which they refer to as "improvised explosive devices".

Because of the global scope of terrorism, it now gives training to operators from the armies and security forces of over 50 countries and is recognised as the world's leading training centre.

A spokesman, identified only as Colonel Trevor, said the new facility would help give bomb disposal teams the edge over terrorist bombers.

The corps has become one of the most decorated in the British Army since 1945. The 23 officers and non-commissioned officers who have died while on duty are commemorated by a memorial and garden of remembrance at Kineton.

Architecture

Piano wins Berlin contest

BY MARCUS BINNEY

RENZO Piano, the leading Italian architect, has won the coveted commission from Daimler-Benz for the development of its vast site on Berlin's historic Potsdamer Platz, which many feel will become the spiritual heart of the reunited city.

Daimler-Benz began negotiations for the site adjoining the Berlin Wall even before the collapse of East Germany's communist regime. With the demolition of the wall, the site increased dramatically in value. Public outcry mounted at the sale of so central a site to commercial interests and a planning officer was killed by a letter bomb. Criticism centred on the high density of offices and lack of public open space.

When the new owners, which included Sony, commissioned a futuristic master plan from Sir Richard Rogers and Partners, the city fathers launched their own competition. This was won by Munich architect Hünemüller + Sauter, with a conservative scheme for lower buildings reflecting the layout of the area before it was

totally devastated by fighting at the end of the second world war.

Daimler-Benz says its brief now follows the city's new guidelines in providing a mix of offices, shopping and a mix of residential, a railway station with working trains, a pub, hotel, a garage and a farm.

Piano won the competition against 13 other contenders with the German Oswald Uengers taking second place, Japan's Arata Isozaki third, and Sir Richard Rogers fourth.

Honor Chapman of Jones, Laing Wootton, who advised on the brief, explained: "Piano has a particularly exciting approach to the public spaces. He has created a new public square in front of the old public library at the edge of the site, flanked by a new music theatre, with direct links provided to the great museums near by. If the promised infrastructure is provided and the underground stations reopened, the Potsdamer Platz can be the spiritual heart of the new capital."

The 3.5 million square feet Daimler-Benz site compares in size with London's Broadgate. Daimler-Benz has retained the option of incorporating elements from all competition entries and runners-up may receive commissions for individual buildings.

Daimler-Benz is the parent company of Mercedes and its headquarters will remain in Stuttgart but the company's computer arm, Debis, will have its main office in Berlin.

On an adjoining site Sony have just held another international competition with first prize awarded to Helmut Jahn from Chicago for a scheme centred on entertainment and information technology shopping.

If the planning application proceeds smoothly Daimler-Benz hope to begin building in 1994 and to complete the first phase in 1996.

Renzo Piano was formerly in partnership with Sir Richard Rogers and together they won the commission for the Pompidou Centre, the first of the grand projects in Paris. Since they set up practice independently, Renzo Piano has won competitions all over the world.

Bishop's warning

More clergy facing jobs squeeze

BY RUTH GLEDHILL, RELIGION CORRESPONDENT

CLERGY could face job cuts in the diocese of Bath and Wells if churchgoers fail to increase giving, the Bishop of Bath and Wells, the Right Rev Jim Thompson, said yesterday.

The bishop, who has called his 260 clergy to a meeting later this month to discuss the difficulty, said the church could no longer afford a "heavily subsidised life".

Teams of laity have been trained to visit parishes and promote giving more.

The bishop said later that the sudden rise in interest rates had not altered his plans.

Church members in Bath and Wells give an average £1.73 a week, compared to a national average of £2.00 a week, and a diocesan target of £4.30.

The bishop said he hoped to avoid reducing clergy numbers, but added: "If we are going to maintain the ordained stipendiary ministry at the present level and pay a salary commensurate with the work we face we face a stark choice and we must tackle the financial situation."

Other dioceses have already announced job cuts and appealed for higher giving. Last November, the Bishop of Lincoln, the Right Rev Robert Hardy, said one in ten clergy in Lincoln were to go.

Also last year, the diocese of Chelmsford announced that 20 jobs would disappear through natural wastage.

Bishop Thompson said: "This is not just a matter of money but one of spiritual life." The reduction in funds given to dioceses by the Church Commissioners, who manage the Church of England's investments and who have been hit by the recession, meant parishes had to pay more for the ministry they received.

At present, few succeed in paying for the whole cost, the bishop said.

He conceded that his plan to increase giving would be affected by the interest rate rise but said he was placing his faith in prayer.

Forthcoming marriages

Mr S. Farley and Miss C.P. McKenna

The engagement is announced between Sean, son of Mr and Mrs H.E. Farley, of Knutsford, Cheshire, and Collette Paula, youngest daughter of Mr and Mrs P.A. McKenna, of Kennington, London.

Mr S.G.C. Faulkner and Miss A.L. May

The engagement is announced between Simon, younger son of the late David Faulkner, of Lecky Street, London, and Alexandra, youngest daughter of Mr and Mrs David May of Wittersham, Kent.

Mr C.A. Harris and Miss J. Karaki

The engagement is announced between Colin, son of Mr and Mrs Martin Harris, of Wimbleton, and Junko, daughter of Mrs Tomoko Karaki, of Tokyo.

Mr M.D. Hughes and Miss H.L. Miller

The engagement is announced between Michael David Hughes, son of Mr L.W. Hughes, of Board of Gaten, Inverness-shire, and Mrs D.S. Swain, of Lowsdon, Warwickshire, and Heather Louise Miller, daughter of James and Iris Miller, of Murrayfield, Edinburgh.

Lieutenant Colonel A.J.R. Jackson and Miss A.K.W. Greer

The engagement is announced between James, elder son of the late Major General A.J.R. Jackson and of Mrs James Jackson, and Anna, elder daughter of the late Mr A.H. Greer and of Mrs Alec Greer.

Marriages

Mr P.A. Collister and Miss D. Nayberg

The marriage took place on September 12, 1992, at St Peter's Church, Cowfold, Sussex, of Mr Patrick Anthony Collister, youngest son of Mr and Mrs Peter Collister, of Cowfold, to Miss Diane Nayberg, only child of Mrs Diane Nayberg, of Copenhagen.

Mr M.M. Wildhues and Mrs M.L. Fox

A reception was held at Trelewlyn House, Cowfold. Mr D.A. Slayard and Miss M.L. Dunsmure The marriage took place on September 12, 1992, in Brighton, between David Slayard and Miranda Dunsmure. Mr M.M. Wildhues and Mrs M.L. Fox A service of blessing was held on Saturday, September 12, 1992, at the Church of St Mary Magdalene, Castleton, Sherborne, Dorset, following the marriage of Mr Michael Murray Wilkinson and Mrs Marie Louise Fox.

Anniversaries

BIRTHS: Francisco de Quevedo y Villegas, poet, Madrid, 1580; Samuel Prout, water-colour painter, Plymouth, 1783; William Carlos Williams, poet, Rutherford, New Jersey, 1883; Sir Francis Chichester, yachtsman, Barnstaple, 1901; Sir Frederick Ashton, ballet dancer and choreographer, Guayaquil, Ecuador, 1906.

DEATHS: Tobias Smollett, novelist, Leghorn, 1771; Alfred de Vigny, poet, Paris, 1863; Walter Savage Landor, writer, Florence, 1864; William Henry Fox Talbot, pioneer of photography, Lacock Abbey, Wiltshire, 1877; Count Folke Bernadotte, UN mediator, Jerusalem, 1948; Dame Lilian Braithwaite, actress, London, 1948; Laura Ashley, designer, 1985; Pat Phoenix, actress, 1986.

APPOINTMENT

Mr John Edmund Frederic Lindsay, QC, to be a Justice of the High Court, assigned to the Chancery Division.

Answers from page 18

POCKETA-POCKETA

(b) Echoic imitation of the regular sound made by a smoothly-running internal combustion engine. Thurber, *New Yorker*: "The pounding of the cylinders increased: ta-pocket

OBITUARIES

GEORGES-HENRI MARTIN

Georges-Henri Martin, former editor-in-chief of *La Tribune de Genève*, died in Geneva on September 2 aged 76. He was born there on June 20, 1916.

THE media as a whole in French-speaking Suisse Romande owes much to Georges-Henri Martin for his pioneering work in the introduction of investigative journalism. This was begun, at the start of his two decades as editor of what was then *Geneva's* evening paper. *The Tribune* is now a morning daily.

Martin's upbringing shaped his whole life. His father, William, in addition to being the editor of the daily *Journal de Genève*, was the author of *Histoire de la Suisse*, a book highly regarded as an accurate, authoritative and scholarly account of his country's evolution. Inculcated in him from the outset was a deep appreciation of what education could achieve. In



addition to graduating in law and economics at Geneva University Martin was awarded a bourse for the study of public affairs in the United States.

Georges-Henri Martin spent some ten years in America, reporting for *France-Soir* and other newspapers. He was a strong candidate for the role of new broom, of which the

Tribune was in clear need. Through years of doing well, the press in the Suisse Romande was comfortably complacent, disposed to avoid anything that might rock the boat or incur official displeasure.

Fresh from American journalism, where the power of the press was recognised and often exerted, the cosmopolitan Georges-Henri Martin at once perceived ample scope for innovation, when he returned to Switzerland as editor. With sharp eye for promise, he recruited talented young journalists, many of whom went on to top positions in the media.

Martin directed a large part of his energies to creating the International Baccaulauréat (IB), now accepted by universities in some 60 countries. The first such certificates were presented by Lord Mountbatten at the Geneva International School in 1971.

It was through Georges-Henri Martin with his American connections that the Twentieth Century Fund, of which he was a council member, provided the money needed to get the IB firmly established. He was also on the board of the International School, a member of the Swiss national commission for Unesco and of the International Press Institute. After retiring from the *Tribune* in 1981, he became president of the academic council of Geneva University.

During his years with the newspaper, he spoke out without fear or favour, sometimes in political campaigns where his editorial frankness was such as to compel him on departure to express gratitude for "the extraordinary liberty of thought and action, the unique editorial latitude" permitted by the management, and sometimes much resented by local politicians. His agreeable personality, intelligence and ready smile tended to disarm even those to whom his words were directed.

Martin is survived by his wife, Simone, and their son. On the first volume of his three-volume autobiography, *A Very Public Life*, published in 1983, describes his despair at the signing of the Munich

Paul Martin, a prominent Canadian politician who served in the cabinets of four prime ministers and later became Canadian high commissioner to Britain, died in Windsor, Ont., on September 14 aged 89. He was born June 23, 1903.

PAUL Martin was a Liberal MP for 33 years, from 1935 to 1968, and for 29 of those years he was a cabinet minister — a period in Canadian government office second only to that of the late prime minister, William Lyon Mackenzie King.

He is best remembered as a crusading minister of health and welfare from 1946 to 1957, and as external affairs minister from 1963 to 1968. In the former job he introduced a number of trailblazing social programmes, including state-supported universal hospital insurance, and helped pave the way for Canada's present-day medicare system.

As external affairs minister, he helped goad the United Nations into establishing a peace-keeping force for Cyprus in 1965 — and had a Canadian contingent of troops en route to the Mediterranean island even before the UN made its final decision to get involved.

Martin was a remarkable combination of grass-roots yet national politician and international statesman. Of medium height and thoroughly unremarkable in physical appearance, he viewed politics — as he often said — as the noblest of callings. Early in his career his interest in politics for "the extraordinary liberty of thought and action, the unique editorial latitude" permitted by the management, and sometimes much resented by local politicians. His agreeable personality, intelligence and ready smile tended to disarm even those to whom his words were directed.

Martin is survived by his wife, Simone, and their son. On the first volume of his three-volume autobiography, *A Very Public Life*, published in 1983, describes his despair at the signing of the Munich

PAUL MARTIN



agreement, which took place the night before the assembly adjourned. Passing through Paris on his way home to Canada, he saw crowds cheering French premier Edouard Daladier who, with Britain's Neville Chamberlain, had negotiated the agreement with Hitler. While the French cheered, "I shook my head", Martin recalled. "The League of Nations had been shorn of its powers to avert war by the very nations who strove so feverishly to avoid catastrophe."

Because of his abiding interest and expertise in foreign affairs, Martin was the perennial head of Canadian delegations to the UN General Assembly in the first half of the

1950s, while he was still health minister. In 1955 he played a key role in breaking a cold-war-induced log-jam of membership applicants that had stranded the world organisation for years and kept it from growing.

Martin worked with diplomats from a number of countries, including Britain and New Zealand, in putting together a delicately balanced plan that brought 16 pro-western, neutral and communist countries into the UN. The son of a French-Canadian mother and a father of French-Canadian and Irish descent, Martin happily straddled the divide between French-speaking and English-speaking Canada. He thought

"Is anybody here from Windsor?"

He survived by his wife, Nell; a son, Paul Jr., a prominent Liberal front-bencher in the House of Commons; and a daughter, Mary Anne.

TED WEISS

Ted Weiss, a long-serving Democratic member of the House of Representatives who was one of the most outspoken advocates of liberal policies in the U.S.

Congress died of heart failure in Manhattan on September 14 aged 64. He was born in Gava, Hungary, on September 17, 1927.

DEMOCRATIC politics in New York City are not infrequently bizarre, and it is not unknown for the dead to walk at polling stations. Still, Ted Weiss may have set some sort of posthumous record by dying one day, and winning an election the next.

Weiss, a gentle, humorous man, who never strayed from his political principles, would probably have enjoyed the last-minute panic his death brought to the party establishment. In dying on the eve of New York's Democratic primary elections, the man who called for the impeachment of President Ronald Reagan after the United States invasion of Grenada had set the cat among the pigeons once again.

Martin was three times a candidate for the Liberal party leadership, losing out on each occasion to men who became prime ministers: Louis St. Laurent in 1948, Lester Pearson in 1958 and Pierre Trudeau in 1968. After his loss to Trudeau he resigned as an MP and was appointed government leader in the senate, and minister without portfolio. He ended his public career as high commissioner to London from 1974 to 1979.

Martin's prowess and diligence as a politician were remarkable. He seldom forgot to send a card or make a telephone call to mark a constituent's wedding or birthday. On his travels abroad his first utterance on arriving at a party where Canadians were gathered would frequently be: "Is anybody here from Windsor?"

He survived by his wife, Nell; a son, Paul Jr., a prominent Liberal front-bencher in the House of Commons; and a daughter, Mary Anne.

thinkable. And so it proved. When the votes were counted the clear winner was Ted Weiss (deceased).

During his years in Congress, which followed a 15-year stint on New York city council, Weiss became known as the conscience of the House. For his colleagues, even those who fundamentally agreed with him, his positions could be infuriatingly independent. He once voted against legislation to increase penalties for child pornography, arguing that the bill was a thinly-veiled attack on civil liberties, and lost by 100 to 1.

From help for the homeless and mentally ill, to support for more spending to combat Aids, Weiss's concerns covered the whole liberal spectrum. He had come to the US from Hungary in 1930, brought by his mother when anti-Semitism began to spread through Europe.

His father, from whom his mother had been divorced three years earlier, stayed behind and eventually survived a concentration camp before dying in 1948.

Weiss served in the US Army after the second world war, and used the GI Bill to get a law degree from Syracuse University in 1952. He became an assistant district attorney in Manhattan before



launching his political career in a successful battle against the Democratic political machine of Carmine De Sapio.

Ed Koch, former New York mayor, said of Weiss: "Whatever room he entered, a living room or the halls of Congress, he was the conscience of that room. There were times when I thought he would impeach God, but even then you knew he would be intellectually honest."

Ted Weiss is survived by his wife, Sonya, and two sons.

1940s. Nabbie and the current Ink Spots had been performing about 200 shows a year. Nabbie taught high school maths for two years before moving to New York City to pursue a music career. He had lived in Atlanta since 1984.

He is survived by his wife of 47 years, Ruth Lazarus Nabbie, and a daughter.

SEPT 17 ON THIS DAY 1928

In the years between the wars to bring to public attention to the number of road accidents. The Times made a regular feature listing recent mishaps. It will be noted here how often motor-cycles were involved.

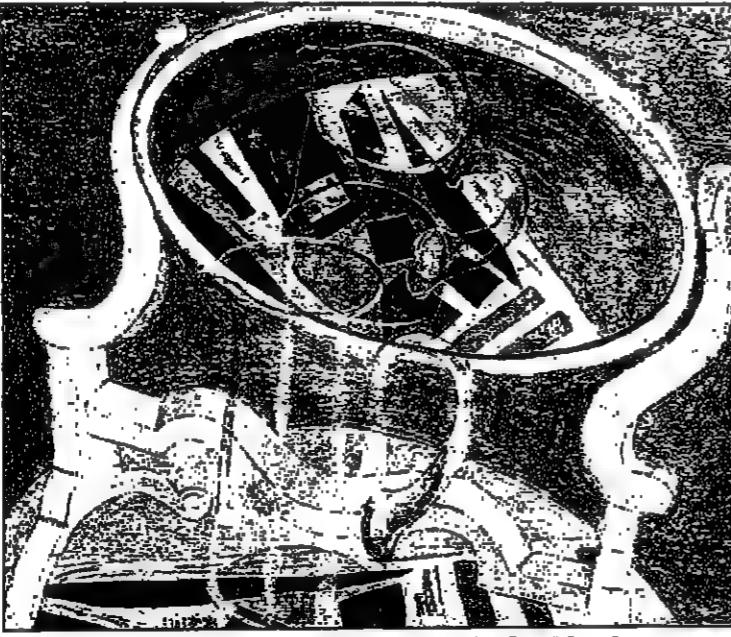
Mrs Elizabeth Hill, 71, of Great Clacton, died yesterday in Colchester Hospital from head injuries received when a motor-car in which she was travelling came into collision in Greenstead Road, Colchester, with a motor-coach. The motor-car was overturned and the occupants were thrown out. Her daughter and son-in-law, Mr Bryant, were slightly injured, and were also removed to hospital.

A man was killed in a motor accident on the Watling Street near London yesterday. A motorcyclist, driven by Alec Forsyth, of Bannockburn, with whom were his brother, John Forsyth, and Stephen Courtney of Dundee, came into collision with a motor-lorry which they were overtaking. Courtney was killed. John Forsyth was very seriously injured at the Northampton Hospital, and the driver is also in the hospital.

Mr Robert Plummer, of The Mount, Shrewsbury, and Miss Joan Bagley, of Moorfields, were returning along the Holyhead road from Llangollen carnival on motorcycles on Saturday night when, at a sharp bend near the golf links, they crashed into a motor-car driven by Mr Thomas Evans, of Glyncynog. Mr Plummer and Miss Bagley were both seriously injured.

A motor-car driven by Smirke, the jockey, and a motor-cycle ridden by Stanley Rand, 22, of Huntingdon Street, Barnsley, London, came into collision yesterday morning in the London road, Ewell. Rand suffered a severe compound fracture of the right leg and cuts on the head and arms. He lies in a serious condition at Epsom Cottage Hospital.

E. Q. NICHOLSON



E. Q. Nicholson's characteristic "Still life with mirror"

Art dealer retires

Leggatt ends link with Regency London

By JOHN SHAW

SIR Hugh Leggatt, doyenne of art dealers and a prominent heritage campaigner, announced his retirement yesterday and the closure of Leggatt Brothers, a gallery with its roots in Regency London.

Sir Hugh, aged 67, is the fifth generation of his family to run the firm, founded in 1820.

He was assisted by his sons, Charles, aged 38, and Martin, aged 36, but the retirement of a partner combined with his own ill health forced closure of the business in Duke Street, St James's.

"I have not had a proper holiday for years and I really needed a long one after my illness so I decided in consultation with my sons that retirement was probably a good thing," he said.

"If you are going to be a great success in the art world nowadays you need huge amounts of capital to buy really fine pictures and I think that was a daunting prospect for the boys."

"They felt that with my partner retiring, the fact that I have been so unwell and wanted to retire too, they did not want to continue the business and so, with the



Sir Hugh Leggatt: Doyenne of art dealers

greatest possible sadness, they decided to close down at the end of the month."

He said the recession had not been instrumental in the move but it looked as though the art dealing world was in a very quiet five years.

The gallery's freehold will now be let and his sons will carry the firm's accumulated good will with them as they search for jobs with other dealers or auction houses in the close-knit London art world.

Ticularly over acceptances in lieu of tax and museum indemnities for exhibitions."

He said Sir Hugh had argued the merits of museum indemnity for insurance purposes with Treasury civil servants for hours "explaining patiently that this would be a beneficial thing for the country and that the department would not lose it. And they have not. People have had the joy and pleasure of innumerable exhibitions here over the years which they would not have had otherwise. He has been a fighter for the arts and a lot of people owe him a great deal."

Graham Carleton Greene, chairman of the Museums and Galleries Commission, said Sir Hugh was a doughty fighter for the nation.

"Nobody could be more indefatigable and yet at the same time caring for both sides to make sure a fair deal was achieved for the country and for the owners or the estates concerned."

"He was such fun, a great tonic for us all. I have never seen anybody who devoted themselves to the public interest in the way he has done — a great man."

International event

Harrods to host antiques fair

By JOHN SHAW

THE growing number of antiques fairs in London was increased this week with the announcement of a major new international event to be held at Harrods in Knightsbridge next year.

Brian and Anna Haughton, ceramic dealers, already run specialist ceramics, silver and jewellery events combined with educational seminars at the Park Lane Hotel, Piccadilly.

They branched out to mainstream an international dealers' show in New York in 1989 which rapidly became the leading fair of its type in the United States.

Asked if their new arrival might not be a fair too far Mrs Haughton said: "No, ours is international. There isn't going to be an international one. That's what makes us different."

"Burlington was international but that's no longer with us and it's the one thing, frankly, we always thought was missing here. This is really an international business nowadays. We started the New York one because there was none in New York."

"The international aspect is something we are very keen on. It's funny we had to go over there to establish the concept and then bring it back to Britain."

Jim Nabbie

JIM Nabbie, lead tenor for the close-harmony vocal group the Ink Spots for 47 years, has died aged 72.

The Ink Spots began in 1932 and Nabbie was brought into the group in 1945 by founder Deek Watson.

The group had a number of hits in the 1930s and

up painting seriously there, as the only way of not going mad with boredom. Her attitude remained essentially urban, though the family remained at the Mill House near Aldershot for eight years, until shortly after Kir was killed in a glider crash in July 1948.

She had still not really considered having an exhibition of her work, but she needed the money and allowed herself to be persuaded by her friend the painter, John Craxton, who introduced her to Erika Brausen of the Hanover Gallery. Her first show there in 1950 attracted attention, but she persisted in taking her career as a painter very seriously, and soon gave it up altogether. Despite this, and the decidedly Nicholsonian character of her typical still-lives, she had a small but unmistakably original talent, and painting seemed to come to her as second nature. The more recent rediscovery and revaluation of her painted work made little practical difference to her life.

She was a friendly, social person, but believed in keeping her thoughts about art to herself, and looked on quizzically while others enthused.

Happily, she was one of those few artists the world refuses to take at their own valuation.

1940s. Nabbie and the current Ink Spots had been performing about 200 shows a year. Nabbie taught high school maths for two years before moving to New York City to pursue a music career. He had lived in Atlanta since 1984.

He is survived by his wife of 47 years, Ruth Lazarus Nabbie, and a daughter.

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1940s. N

Enquiry
orders
on line
by judo



BOOKS p4.5
Keith
Waterhouse
on Rupert
Murdoch



LIFE & TIMES

THURSDAY SEPTEMBER 17 1992

APPOINTMENTS
Fifteen pages
of the best
management
jobs

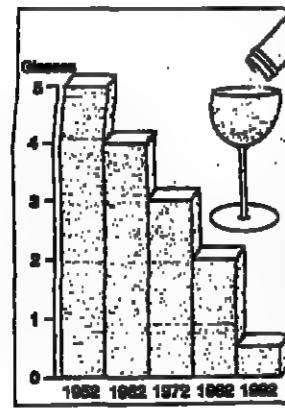


What do you want, a diagram?

How Robert Llewellyn draws the sting of the "sex war"

We all now realise that when we run across a youngish chap, bare-chested but hairless, baby over one shoulder and bicycle over the other, dishmop in his right hand and a bag of eco-friendly coir-based compost in the left, with maybe a dumbbell clenched between his thighs, we have met a New Man.

For most of us, the options are escape, envy or laughter: Robert Llewellyn draws graphs. It is his way of pricking the self-importance of those who have become infatuated with the hullaballo over New Man. His bluntest graph plots time against glasses of wine to show "Amount of wine drunk by women before they believe all men are bastards 1952-1992". The figure has shrunk from five glasses to barely one now. The diagrams are woven into a spoof lecture, shown on Channel 4 tonight and published next week as a book, called *The Reconstructed Heart, or How to spot the difference between a normal man and one who does the housework, is great in bed*.



Amount of Wine Drunk by Women Before They Believe all Men are Bastards 1952-1992

and doesn't get all off when you mention words like love and commitment.

In the guise of a "psychosexual consultant" discussing masculinity in the 1990s, Llewellyn parodies both chauvinist man and the reconstructed male, who is just as slothful but feels guilty about it. New men find that learning to wash dishes, cry and write poems is not enough to sweep away "the sins and torments of five thousand years of patriarchal oppression" overnight.

Llewellyn is caustic about the grimmer side-effects of reconstructed manhood. These are typified by Pete, a Sydney graphic designer who on an average day "reads about male violence in the *Sydney Morning Herald* and felt in some way implicated" and was then smirled at by a woman on his way to work and "was pleased about this internally, but felt too strong an attachment to his partner to do anything about it".

Pete would have been a natural buyer of the new man's monthly magazine *Spare Part*, "a magazine for men [that women can buy as well] but don't have to".

JOE JOSEPH

• Robert Llewellyn's new comedy lecture "From Volvo to Vulva. The Male Journey to Understanding Women" opens tonight at London's Bloomsbury Theatre until September 19.

From the roof of the world

Richard Cork marvels at the new exhibition of Tibetan sacred art, supported by *The Times*

Until recently, Westerners often denounced the art of Tibet as obscene, vulgar and degenerate. They shuddered at images of Buddha as a union of male-female figures locked in an ecstatic sexual embrace. Whether erotic or terrific, such uninhibited paintings of passionately intertwined deities lie at the very centre of Tibetan belief. But regarding them as disgusting and demonic prevented us from studying the art produced by this ancient, superbly refined civilisation with the seriousness and understanding it deserved.

The arrival tomorrow at the Royal Academy of *Wisdom and Compassion*, a mammoth, groundbreaking survey of Tibet's sacred art, should sweep these prejudices aside. A choice array of the rarest and most spectacular paintings, sculptures and tapestries has been borrowed from leading collections around the world. The Hermitage at St Petersburg, which owns a particularly rich collection of Tibetan art, has lent over one-third of the works to this monumental exhibition. The result will prove a revelation to many, showing the full development of the country's preoccupation with religious image-making between the ninth century and today.

Despite the gulf in time between them, a direct sense of continuity binds the earliest exhibits with the most recent: the Mandala of Kalachakra, made from sand mixed with mineral pigments by the artist-monks of the Dalai Lama's Namgyal Monastic University. This jewel-like design is recreated in the Academy's galleries, as an arresting yet profoundly meditative testament to the survival of the beliefs underpinning Tibetan art in its entirety.

Buddhists believe that the mandala can offer spiritual healing to everyone who encounters it. And the Royal Academy acknowledges the mandala's importance by allowing its governing principles to dictate the structure of the show. Just as the mandala is seen as a mystic mansion, a "total purified universe which can be used to transform our environment", so the exhibition has itself been conceived as a journey to the heart of an exalted building.

In the first rooms — the outer halls of the "mandala palace" — the founder of Buddhism, Shakyamuni, appears with the various teachers, upholders and protectors of his faith. Then, in the middle halls, the four principal orders of Tibetan Buddhism are depicted with their founders and

deities. But the climax is reached in the mandala palace's inner halls, where the highest forms of the Buddhas reside in their Pure Land parades.

The show's progression, from the first historical Buddha to final transcendence, is therefore an intense and exalted affair. And all the images charting the path through this divine labyrinth testify to the formidable strength of the Tibetan religion. The people who hold this belief are physically hardy as well, buttressed by a spartan capacity for endurance developed during their 50,000-year inhabitation of a place which has rarely suffered a famine in its recorded history.

Not that Tibetans refrained from

militarism in their early attempts to strengthen the country. During the seventh century, King Songtsen Gampo unified the whole nation and expanded its boundaries throughout Central Asia after a series of victories against the armies of Tang China. Such a massive territorial extension led to Tibet's encounter with Buddhism, a religion already flourishing in India and China. Songtsen, determined to bring stability to an empire continually threatened by internal rebellion, resolved to adopt the Buddhist faith.

But what started out as an essentially political act soon transformed the Tibetans' lives. Their histories record that the Buddhist movement, with its liberating emphasis on selfless enlightenment and concern for others, provided them with an entirely new way of thinking, feeling. Their society began to turn away from warlike priorities and embrace a peaceful alternative, reinforced by the conviction that all living beings can eventually arrive at the ultimate bliss of Buddhist understanding.

No exhibition can hope to reveal how the Tibetans' faith has been sustained, throughout the country, by an immense and elaborate network of monasteries, hermitages and holy places. Life is seen as a state of permanent pilgrimage, and monuments to the eternal Buddha's presence abound everywhere. Whether a rudimentary heap of stones on a high pass, or a vast city gate or temple, these "stupas" enable the Tibetan people constantly to reaffirm their belief in a compassionate deity.

The most revered of all these monuments is the Jokhang Temple in the great city of Lhasa. Founded by Songtsen nearly half way through the seventh century, the Jokhang became the shrine for a statue of the Shakyamuni Buddha brought to Tibet by his queen, Wencheng, around 641. This bejewelled effigy, regarded ever since as the most honoured sacred image in the country, was installed in the temple's main hall. Smaller shrine rooms bordered this chamber, each containing its own share of painted and carved artefacts. Such an enclosed, fervent context provides the background for appreciating the work displayed at the Royal Academy, where every effort has been made to foster an appropriate aura of reverence.

In fact, the significance of the holy dimension in Tibetan art would be hard to over-emphasise. The images in the exhibition are almost all anonymous, and the absence of makers' names reflects a prevailing belief that the artist

Eight-Armed Wrathful Form of Green Tara, 17th-century east Tibetan icon (gouache on cotton)

should act as a selfless vessel for the revelation of religious knowledge. Tibetans realise full well that works of art are the product of carefully honed skills, as well as a tutored awareness of tradition. But they still regard their painting and sculpture as, in a special sense, a gift from the enlightened beings rather than the product of human hands and imagination.

When some gold and silver mandalas were being produced in 1415 by Tsong Kapa and his disciples, the legend insists that polishing proved unnecessary. Once an image was satisfactory from the iconographical and stylistic point of view, the statue began to glow of its own accord, because a "wisdom duplicate" of the god represented in the image came

down from heaven to merge with the icon. The art-work is seen as part of the body of Buddha. And Tibetans are convinced that icons convey a living presence, enhanced by rituals of consecration.

Although no such rituals will be carried out at the Royal Academy, this all-important sense of presence will be inescapable. Take the first exhibit: a gilt brass statue of the Vajrapani deity made around 1700. Enlivened by lacquer and pigments, and inset with gleaming gems in his crown, earrings, necklace and bracelets, this close companion of the Buddha is an awesome figure. He seems, at a glance, utterly ferocious. Striking a warrior's pose with one mighty arm thrusting outwards, he controls live

Continued on page 7

Save us from these men of substances

John Diamond remembers why he's never felt at home with drug culture

the stuff into my bloodstream I probably wouldn't tell you about it here: there is, after all, a difference between detailing in the public prints those events in one's private life which are merely embarrassing and those which would result in a couple of months in the Scrubs. But when I say I didn't take the cocaine, I mean it.

I have happily been a slave to most of the stupider fashions over the past few decades. In 1968 I wore the loon pants with the widest bottoms; in 1972 I wore the curliest pony-tailed ezer hadn't self-consciously taken the old white powder out, started hacking it into near little lines and passing it around.

My surprise, though, wasn't that this soberly suited promoter of incentives was offering me illicit drugs but that the offer sounded so quaintly old-fashioned. It was as if he'd said to me: "D'you know, I think I fancy dancing The Bump" or "I was listening to this rather good talk on the Home Service the other night".

I turned his offer down. Of course, had I taken out a gold-plated straw and started snorting

college mates dropped acid: I dropped Woodbines. None of this was out of any particular respect for the sanctity of the law, but because I was scared of drugs. Everyone else understood the word "dangerous" in the phrase "dangerous drugs" to refer to what would happen if an inquisitive copper asked you to turn out your pockets. I understood it to mean that a single suck on a joint would turn your brain green.

The problem was my father. Of course everyone had a father, in 1968, told them what he would do if he discovered them to be in possession, but my dad went further. He was a biochemist and used to come home with obscure scientific

papers demonstrating what happened to the brains of laboratory sheep when they'd been put on a diet of the sort of grass that you're unlikely to find on Welsh hillsides.

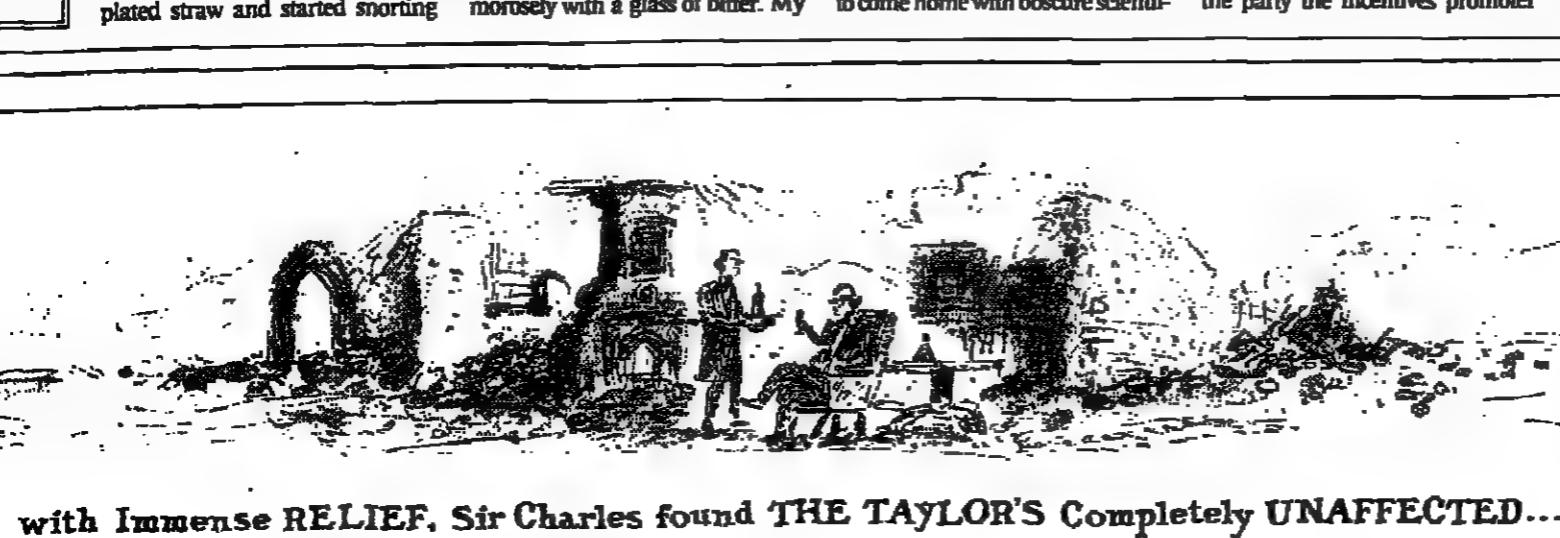
Which is why in 1970 I was the long-haired hippy wandering around the Isle of Wight festival while Mungo Jerry were playing, telling the other revellers that really, they shouldn't do that because had they ever seen a picture of a stoned sheep's brain. ("Hey, man! This guy's seen a green sheep! Like, really weird!") It's also why I managed to get all the way through the 1980s without ever ingesting a grain of cocaine.

But when I made my excuses at the party the incentives promoter

Yes, I know booze gives you rather more of a hangover than most drugs and that there are people who can bore for England on the subject of a '61 Petrus, but it's not the same.

A man who will tell you smugly about the chocolate notes and the lilac bouquet of a bottle of Vin du Tesco won't subsequently go on and boringly on about the precise nature of his resultant drunkenness in the way that a dope-smoker will spend the whole evening telling you precisely which colours he saw in the flame of the match he used to light his joint. A man whose passion is single malt whiskies may become unbearably tedious about his obsession but he won't say, as coke users implicitly do: "What I'd like to do now is to look into your eyes and, speaking at a gabbie, tell you the whole story of my very interesting life".

All of which is why I took particular exception to the incentives promoter telling me, when I'd insisted that really and truly I wouldn't snort with him, that my problem was that I was a bore. I may be, but at least I can be boring without artificial aids.



1592
TAYLOR'S PORT
BEST taken Seriously

THE DUENN: The treatment of Sheridan's comedy by the Spanish company Teatro de Gijon, who spent the last 30 years of his life in Britain, had to wait 45 years for its premiere, which finally took place to great acclaim in Madrid earlier this year. Now Opera North, with typical enterprise, presents the work's first UK premiere in a new production by Hywel Kaufman. The cast includes Susan Cholmondeley, Pamela Helen Stephenson and Gillian Knight. Antoni Ros-Maria conducts the new performing edition prepared by David Pountney. *Gran Teatre, New Briggate, Leeds (0532 459251) 7.30pm* (further performances Sept 19, 25, Oct 2).

LONDON PHILHARMONIC ORCHESTRA: The LPO begins its South Bank residency with an epic concert of music by Beethoven's *Piano Concerto No 4* and Mahler's *Pathétique* and Schumann's *Symphony No 2*, *Stravinsky Symphonies of Wind Instruments*, *Bruton (Prelude and Fugue for String)* and *Prokofiev's Violin Concerto in Three Movements*. *South Bank, Royal Festival Hall, South Bank, London SE1 (071 928 8800) 6.30pm*.

JUNE TAUER: The superb singer with the effortlessly pure voice is back with another excellent album, *Angel Tiger*. *Quinton House, 100 New Bond Street, London W1 (071 928 8800) 7.30pm*.

KENNY DREW: Final concert by the vibrant New York pianist, an accompanist for the likes of John Coltrane and Dexter Gordon. *Leicester Square, London N1 (071 729 2476) 7.30pm*.

MALEMBRITES' ZIAF: A romantic musical comedy, based on Shaw's *You Never Can Tell* by Benny Green and Denis Lany, opens in the West End tonight. *Lyric Theatre, West Street, Covent Garden, London WC2 (071 836 6111) Mon-Thurs, 8.15pm, Fri and Sat, 5.30pm and 8.30pm*. It still stars Peter Petteridge as the sublimely benign warden.

THE ALCHEMIST: David Bradley and Jonathan Hyde nimbly coming the town in Sam Mendes's very funny production of Jonson's same. *Young Vic, 66 The Cut, London SE1 (071 628 2251) Tonight, tomorrow, 7.15pm, 8.30pm*.

DEATH AND THE MAIDEN: And Dorfman's scorching psychological drama on the longing for revenge. *Young Vic, 66 The Cut, London SE1 (071 628 2251) Mon-Sat, 8pm, mats Thurs, 3pm, Sat, 4pm, 12.30pm*.

FROM A JACK TO A KING: Wit and style version of Macbeth's climb to the top, set in the world of rock bands and packed with some of the band's members. *West Street, Covent Garden, London WC2 (071 836 6111) Mon-Thurs, 8.15pm, Fri and Sat, 5.30pm and 8.30pm*.

GAMBLERS: Oleg Menshikov, Mark Rydine, Phil Daniels in superbly staged production of Godot's "sing" drama. *Young Vic, 66 The Cut, London SE1 (071 628 2251) Mon-Sat, 8pm, mat, 4pm, 10.30pm*.

GRAND HOTEL: Musical barley sugar. *Refuge in the Twenties*. Sentimental, American, entertaining. *Dominion, Tottenham Court Road, W1 (071 580 9582) Mon-Sat, 8pm, mats Thurs, 5.30pm, Sat, 4pm, 12.30pm*.

HECUBA: Trojan women struggle from grief to anger, engrossing production of Euripides' new artistic director Laurence Boswell. *Gates, 11 Pembridge Road, W1 (071 229 0706) Mon-Sat, 7.30pm, 10.30mins*.

JUNE MOON: Native songwriter conquers Tin Pan Alley. Delightful comedy by Ring Lardner and George S Kaufman, directed by Adam Godwin and Frank Lazzaro. *Hampstead, Swiss Cottage Centre, NW3 (071 722 9301) Mon-Sat, 8pm, mat Sat, 4pm, 12.30mins*.

THE MADNESS OF GEORGE III: Nigel Hawthorne is very fine as the stricken king in Alan Bennett's intriguing, slightly puzzling play

NEW RELEASES

LES AMANTS DU PONT NEUF (16): Leo's Caen's hymn to Paris and a punk bum's love for a young artist going blind. *Termin in spain, and a real movie now*. *Regent Street Cinema, 160 Regent Street, London W1 (071 836 0591)*

• BOB ROBERTS (18): Lively spoof documentary about a right-wing folk-singer's dirty battle for a seat in the US Senate. *Enterprise* directional debut by actor Tim Robbins. *Regent Street Cinema, 160 Regent Street, London W1 (071 836 0591)*

DANGEROUS: Mexican telephone operator sacrifices for her lost dancing partner. *Introducing music, good atmosphere, ultimate fun, a film going now*. *Regent Street Cinema, 160 Regent Street, London W1 (071 732 3321)*

DISASTER IN COLUMBUS — THE DISCOVERY (PG): An up-to-the-minute (George Cukor) discovers the New World. *Silly juvenile romp, with a routine Miltom Blaume cameo. Flabby direction by John Gutfreund. *Regent Street Cinema, 160 Regent Street, London W1 (071 836 0591)**

IMMEDIATE CONCEPTION (15): Charles Western couple in Pakistan

TODAY'S EVENTS

A daily guide to arts and entertainment, compiled by Kari Knight

Globe, Shaftesbury Avenue, W1 071-493 5065. Opens tonight, 7pm; then Mon-Sat, 8pm, mats from Sept 23, Wed, 8pm and Sat, 4pm.

ROSMERSHOLME: Francesca Annis and Michael Maloney struggle to be free of the dead hand of the past. *Arts Castle* directs.

Young Vic: 66 The Cut, London SE1 (071 528 8363). Preview from tonight, 7.30pm; opens Wed, 7pm.

COLONIUM AND MACBETH: Linley Williams and John Byrne's breakneck comedy about the two artists, painting the town in post-war Soho. *Royal Court, Sloane Square, SW1 (071 730 2251) 7.30pm, Sat, 8pm*.

EDMUND: Alan Howard with Christopher Legue performs Lugh's account of *Books One and Two of Homer's Iliad*. There are more performances scheduled for Oct 27-29.

MONARQUE PORTRAITS: East Anglia has always had the advantage of being so near to and yet so far from London in terms of art patronage, the means that the local artists have had to travel to London. This remarkable survey of regional portraiture ranges in time and style from Hals to Francis Bacon, and in subject from the Queen to the Queen Mother. *British Museum, Castle Meadow, Norwich (063 223624) Mon-Sat, 10am-5pm, Sun, 2-5pm, until Nov 29*.

BUILDING BLOCKS: A new comedy by Bob Larbey of *The Good Life* and *A Fine Romance* reveals the terrible consequences of building a house into your home. *Star Chambers Timothy Nuffield, University Road, Southampton SO13 (0703 571771) Opens tonight, 7.30pm; then Mon-Thurs, 7.30pm, Fri, Sat, 8pm, mat Sat (Oct 10, 2.30pm)*.

CARDIFF FESTIVAL: Embracing International and Welsh artists, the

festival runs for three weeks, with a focus on Welsh National Opera as well as concert, theatre and visual arts. *Music Theatre Wales* gives the world premiere of a new opera by Andrew Tooley; there are concerts by the Moscow Radio Symphony Orchestra, Berliner Philharmoniker and Berliner SO. *German theatre programme brings a visit from the Cologne-based company Lepidochorus and a collaboration between leading Welsh theatre company Brith and the National Theatre of Scotland. There is also an extensive programme of readings and talks by writers and poets at the literature festival. *Cardiff Festival Information 0222 243946**

DAVID HOSSE: Though he balls at the tag "Sweeney", Hosse undoubtedly has the look. *His* modesty in terms of precise equivalences. One of the strongest of a generation of new figurative artists in Scotland, Hosse is a master of the world of images of a world old and new.

Jill George Gallery, 38 Lexington Street, London W1 (071 5139 7343). Mon-Fri, 10am-5pm, Sat 11am-4pm, Sun 12.30pm.

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SCENE: Alan Howard with Christopher Legue performs Lugh's account of *Books One and Two of Homer's Iliad*. There are more performances scheduled for Oct 27-29.

EDMUND: Alan Howard with Michael Maloney and Sian Reeves in an Elizabethan comedy tragicomedy add with telling details.

The Pit, Barbican Centre, Silk Street, EC2 (071 538 8891) Tonight, tomorrow, 7.30pm.

• A WOMAN OF NO IMPORTANCE: *Playhouse* (071 571771) *Mon-Sat, 8pm, mat Sat, 10am*.

• DONALD AND THE MAIDEN: And Dorfman's scorching psychological drama on the longing for revenge. *Young Vic, 66 The Cut, London SE1 (071 628 2251) Tonight, tomorrow, 7.30pm, mat Sat, 10am*.

• FROM A JACK TO A KING: Wit and style version of Macbeth's climb to the top, set in the world of rock bands and packed with some of the band's members. *West Street, Covent Garden, London WC2 (071 836 6111) Mon-Thurs, 8.15pm, Fri and Sat, 5.30pm and 8.30pm*.

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• THE MADNESS OF GEORGE III: Nigel Hawthorne is very fine as the stricken king in Alan Bennett's intriguing, slightly puzzling play

THEATRE GUIDE

Jeremy Kingston's assessment of theatre showing in London

House full, returns only

Seats at all prices

National (Lyceum), South Bank, SE1 (071 628 2251) Tonight, Sat, 7.30pm, mat Sat, 3.15pm, 10.30mins

THE MADRAS HOUSE: Roger Allam heads a strong cast in Graveline's *Madras House*, a serious comedy set in a fashion house. *Lyric Hammersmith, King Street, W6 (071 741 2311) Mon-Sat, 8pm, mat Sat, 2.30pm, 8.30pm*

• MURDER IN MUSADVENTURE: Gerald Harper and William Gaunt play crime writers who fall out and pit their wits against each other: *one-off* *murder mystery* by Alan Ayckbourn. *Whitechapel, Whitechapel, W1 (071 928 8800) 7.30pm*

• PHATASUMA, HERE I COME: Brian Friel's affectionate comedy of an Irish emigrant and his carpentry apprenticeship. *Young Vic, 66 The Cut, London SE1 (071 538 8891) Opens tonight, 7.30pm; then Mon-Thurs, 8pm, Fri, Sat, 8pm, mat Sat, 4pm, 12.30mins*

• THE SORCERER: *Playhouse* (071 571771) *Mon-Sat, 8pm, mat Sat, 4pm, 10.30pm*

• THE TROJAN WOMAN: *Playhouse* (071 571771) *Mon-Sat, 8pm, mat Sat, 4pm, 10.30pm*

• THE WOMAN IN THE COAT: *Playhouse* (071 571771) *Mon-Sat, 8pm, mat Sat, 4pm, 10.30pm*

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Cinema New Releases: Geoff Brown reviews Clint Eastwood's *Unforgiven* plus *A League of Their Own* and *The Hours and Times*

American obsessions revisited

Clint Eastwood makes his entrance in the marvelous *Unforgiven* (MGMs Haymarket and Trocadero and on release, 15) on all fours: a wizened figure with receding grey hair, crawling through a hog pen. At first he can barely mount a horse. One young whipper-snapper puts the matter bluntly: Eastwood, he mutters, "ain't nothin' but a broken-down pig farmer".

Time has caught up with the Man With No Name and Dirty Harry. *Unforgiven*, Eastwood's tenth Western, is no shoot-'em-up special, but a slow, reflective epic about Western myth, Western reality and the outlaws who live past their prime. Men like Eastwood's William Munny: once a ferocious gun for hire, mellowed by fatherhood and the loss of a wife who weaned him off violence and drink.

Now, in the 1880s, times are hard. Financial necessity drives him to break a promise made to his wife and join the Schofield Kid, a gung-ho youth, in the hunt for two cowboys who cruelly slashed a prostitute's face. Gene Hackman, the local sheriff, barely punished the crime at all; the bounty money of \$1,000 is raised by the whorehouse girls in a fit of feminist defiance.

Eastwood dedicates his film to the memory of "Sergio and Don", Sergio Leone and Don Siegel, the two directors who taught him most about staging action and portraying compromised heroes. In *Unforgiven* he amply repays the debt, and salutes in the process the entire Western genre. David Webb Peoples' episodic, tarty-phrased script is built from traditional themes and figures: the outlaw hiding from his past; the starry-eyed young spark; crime and punishment; the dime novelist who jobs down words as the bullets fly.

The images come equally soaked in Western history. Characters stand, as so often before, framed by the light of a doorway. Here is the hero communing with a grave beside a solitary tree — a snapshot

from any John Ford classic. Yet this is not the West of golden sunsets: the weather in *Unforgiven*, matching the thoughts in its characters' hearts, is often abominable.

At times, the stark visual style leads Eastwood to over-inflate: he certainly gets carried away in the bloody show-down, amidst lashing rain, where Munny becomes just another Eastwood killing machine and the saloon floor groans with dead bodies. But there is no trace of the smugness that marred *Dances With Wolves*. There, Costner seemed to be trying the Western on for size and admiring himself in the mirror; Eastwood wears the genre like the old pro he is.

He surrounds himself with a gallery of startling characters. Gene Hackman has the time of his life as Little Bill Daggett, another ex-gunner, now sheriff, who switches within seconds from bonhomie to brutality. Richard Harris makes a colourful appearance as English Bob, a hired killer who gets the wrong end of Dagger's boot.

Eastwood himself chooses gentler brethren: Morgan Freeman as an old partner who joins the hunt against his better judgment; Jaime Winstone as the Schofield Kid, the novice adventurer with much to learn. Hovering over the entire film are the town whores, taking a stand against male brutality; Anna Thomson is particularly affecting as the scarred innocent.

Apart from giving the Western genre a powerful boost, *Unforgiven* does wonders for Eastwood's own profile. His last venture, *The Rookie*, was an urban cop potboiler; yet even the film's intended audience ignored it. *Unforgiven*, a far more challenging work, has already earned \$37 million at the American box-office. Treat the audience with respect, and it can pay dividends.

This is the week for Americana. After Clint Eastwood, Tom Hanks arrives, singing the praises of the national sport. "Baseball," he says,



Batwoman and the pig farmer? Madonna as "All-the-Way-Mae" in *A League of Their Own* and Clint Eastwood as William Munny in *Unforgiven*

"is what gets inside you — it lights you up." *A League of Their Own* (Odeon West End, PG), however, is baseball with a twist: a female twist.

The clock is turned back to 1943, when the dearth of able-bodied men paves the way for the All American Girls Professional Baseball League. Geena Davis heads the pack of recruits, plucked from farms and urban drudgery to lead a new life of adventure, camaraderie and competition. Teammates include a jealous kid sister, a sweet ugly duckling who slugs balls out of sight, and a mother forever accompanied by her ghastly unruly child.

Even Madonna, blonde, picks up the bat: "All-the-Way Mae" is her nickname, though the script gives her little to do except shake her hips, make sassy comments and walk away from a confessional box with a suggestive leer.

Despite the novel female twist, the scriptwriters for Penny Marshall's film unerringly plump for the corniest devices. Here again is the down-at-heel manager (Tom Hanks), once a crack player himself, now basking in an alcoholic daze. Here is the War Office telegram, bringing bad news to one of the team's anxious faces. There is

romance, a wedding and sibling rivalry — at its fiercest during the World Series finals when the sisters play on opposing teams.

Geena Davis holds her head high above the banalities as the Rockford Peaches' reluctant star player. Tom Hanks, too, creates a memorable figure once he stops squirting tobacco juice or relieving himself at enormous length. With spirited players such as these, the script's wanderings and crudities become easier to bear.

Then comes the ending. Or rather endings, for in common with many Hollywood scripts, A



League of Their Own mercifully drags its heels. After a rousing march and a sentimental reunion, we return to the present day when surviving team players gather for induction into the Baseball Hall of Fame. The glutinous sequenç effectively kills the film dead.

Christopher Münch's *The Hours and Times* arrives at the ICA's "New Queer Cinema" season clutching two festival prizes, though its extreme low-budget charms elude this spectator. If the two leading characters were not John Lennon and Brian Epstein, few would surely bear with this

drab, hour-long American depiction of sexual frustration during a brief escape to Barcelona in the spring of 1963. The black-and-white camera roams over Gaudí frontages. Inside their hotel, Epstein the tortured gay wants to bed the working-class Beatle, but Lennon is too busy chewing gum, smoking and preening. Münch never tells if "Eppy" succeeds: either way, it is difficult to care.

This is no reflection on the performers, both British. David Angus shines particularly as the Beatles' sad, self-deprecating manager.

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Washington's Metternich

A new biography of Henry Kissinger reminds Nicholas Henderson of the great survivor's diplomatic genius

KISSINGER
A Biography
By Walter Isaacson
Faber, £25

The sheer size of Walter Isaacson's otherwise excellent biography of Kissinger is overwhelming. The would-be reader has to be daunted by the very sight of this tome of 767 pages of text and 56 pages of notes, which indeed make a heavy, if not a hard, read of 20 hours or more; and there are no photographs such as alleviate many lengthy books, like the fillings in a club sandwich. Nor are there any maps to guide one through the sanctuaries and bombing-fields of Vietnam and Cambodia.

It is certainly difficult in a chronological account to portray, without repetition, the personal traits and their causes that underlie the responses of the leading character to succeeding events; and it is Isaacson's theme that these are crucial to an understanding of Kissinger's public life. But one could hope for more selection and some consolidation, as indeed does occur — here is a tip for beleaguered readers — in the final chapter. Kissinger himself has produced two comprehensive volumes on his official life which contain nothing about his early days.

Isaacson does not skimp in describing Kissinger's character-defects: his sensitivity verging on paranoia, a quality he shared with President Nixon in one of the most consequential love-hate relationships in modern times; his tendency to secrecy and conspiracy, leading to deceipt over the bombing of Cambodia and Hanoi, and to acquiescence in the wire-tapping of his own staff; and his quest for approval, not least from likely enemies.

These traits, in the biographer's view, are rooted in Kissinger's upbringing in Nazi Germany. His refugee background, it is argued, explains his "power-oriented realism" and, in the words of Lawrence Eagleburger, the present Secretary of State, who knew him well and has worked with him, his lack of understanding "for the American political system" wherein idealism jostles with realism.

Even those cited as defenders of Kissinger have tended to use double-edged arguments. Helmut Sonnenfeld, a long-time colleague from the same background, has said that "Henry does not lie because it is in his interest. He lies because it is in his nature." To the criticism that Kissinger was reluctant to condemn the Chinese regime after the Tiananmen Square crackdown, on account of his business interests, Congressman Steve Solarz has remarked, "I am sure finances played no part: Doc-



tor Kissinger has always defended oppressive dictatorships whether or not he had a financial stake in them."

Kissinger's inclination, as seen by the author, was to view every problem, wherever it arose, through an East-West prism: how far the outcome would be perceived as a gain for the USA or the Soviet Union, and to what extent it might enhance or endanger the USA's "credibility", a favourite word with Kissinger along with "perception" and "legitimacy".

On the over-riding importance that Kissinger has attached to military power, Isaacson observes shrewdly that "other realists such as George Kennan... have emphasized that economic vitality and political stability are equally important elements of national power." No more far-sighted than most other foreign policy experts, Kissinger did not foresee the collapse of the Soviet system. On the contrary, only three years ago he was advocating what came to be dubbed a second Yalta agreement by which the USA would undertake "not to exploit the change in Eastern Europe" — an idea that led a State Department official, to ask "why buy what history is giving you for free?"

Kissinger's great positive qualities and achievements are catalogued fully, if with less verve.

Isaacson singles out his intellectual brilliance as his "most salient trait". As National Security Adviser or Secretary of State "he was able to weave together nuances and insights." He created a new global balance in the 1970s that preserved American influence in the post-Vietnam era. He saw how the new relationship with China, brought about largely to his own special rapport with Chou-en-lai, encouraged both China and Russia to maintain better relations with the USA than with one another.

He could see the Middle East strategically with a wide sweep, while also "attending to the countless, tiny practical bargaining levers he hoped to employ". He managed to reduce the Soviet role in the Middle East without ruining relations with them, thus qualifying for the tribute paid here as "the foremost American negotiator of this century". In his ability to conceptualise, Kissinger is depicted by Isaacson, with his flair for metaphor, as like "a spider in its web" sensing "how an action in one corner of the world would reverberate in another".

For the past 16 years Kissinger has pursued a richly successful career in business, journalism and lecturing. But he has never been recalled to office, despite the fact that for three-quarters of his time there have been Republicans in the White House. The reason must lie in both personalities and politics. Reagan, according to this account, "did not trust and did not like him". He spoke of him as carrying "a lot of baggage," by which he meant that the right-wing suspected him of being "too soft on the Soviets" because of his policy of detente. Bush had been put out by the way Kissinger had treated him when he represented the USA at the UN and in China.

Kissinger, even long after leaving office, bestrides the world. This is thanks to his intelligence and to his undoubted charm, qualities that he brought to bear on the conduct of foreign affairs. He is worth reading about as much for what he is as for what he has achieved. Not the least of his achievements is himself: from an unpromising start he has created a global super-star who has identified himself with his adopted land, and, in doing so, has enhanced the lustre of both.

Sir Nicholas Henderson was ambassador to Washington, 1979-82

Vengeful visionaries

Derwent May

DAUGHTERS OF THE HOUSE
By Michèle Roberts
Virago, £14.99

In her new novel, set mainly in Normandy just after the war, Michèle Roberts labels her chapters with names of objects like "The Dustpan" and "The Nightlight". It reminds me of a pretentious hotel I know near Bordeaux where the bedrooms are named after wine châteaux — or perhaps it is meant to evoke the titles in silent films.

In any event, it is an unnecessary bit of chicanery since *Daughters of the House* is already packed with vividly described objects and physical sensations: the golden nipples of brass weights, speckled beans like tiny onyx eggs, an angry woman like a cross goose. The book is packed, just as successfully, with powerful emotions.

It tells the story of two girls, Léonie and Thérèse. Thérèse is French and lives in a village near Caudebec; her cousin Léonie is half-French, half-English, and comes for long visits. Thérèse is pretty with her blonde hair and blue eyes, voluptuous already as a small girl, relaxed. Léonie is stiff and awkward, and never allowed to feel quite at home in her aunt's house. But she is sensitive and, what is more, has a sixth sense.

Slowly the girls come to hate each other, with Léonie perhaps doing more of the hating. At puberty, their emotions and fantasising reach fever pitch. When her mother dies of cancer, Thérèse suddenly feels a deep revulsion against the flesh, and starts dreaming of the Virgin Mary as a pure, new mother. Meanwhile Léonie, running away from some boys through the woods, has a remarkable vision. A brilliant figure of a woman, all red and gold, seems to come to her out of the rain and touch her with a "kindly, exploring hand". A wonderful new feeling of happiness and confidence invades her.

But when Thérèse hears about it,

she goes to the woods and has her own vision — this time of the Blessed Virgin, all in blue. The

curse does not believe that the village people do and the bishop does, and

Thérèse is regarded by them as

having been singled out by God. The die is cast for her: she goes off to a convent and stays there for 20 years. Léonie marries one of the village boys, with whom she has already flaunted her relations before her cousin, and takes over the house. But she always believes that Thérèse stole her vision — and it is only in the sequel, 20 years later, that we learn the truth.

That sequel is not quite so satisfactory as the rest of the book. A whole welter of other mysteries comes to the fore again — who betrayed the Jews who were shot by the Germans and buried in the wood, why did Léonie hear their voices in her bedroom, what was Thérèse's mother doing on some shrouded, significant occasion long ago in the cellar of the house? The answers come in so many hints and allusions that it is hard work piecing them together.

But the rivalry and hatred between the women flare up again as nakedly as ever, and Thérèse is impelled to one last, violent act. It all makes for a strong, concentrated read, deftly managed by the author, and I am not surprised that the Booker Prize jury included it on their shortlist.



Townsend: has she a Mole in Buckingham Palace?

Charles is framed for his nonexistent role in an affray, and writes from prison urging Diana to water his Gro-Bags. William and Harry have their expensive education systematically and willingly dismantled; talking posh and spelling proper leads to social ostracism down Hell Close, Middleton, which one deeply suspects of really being Leicester.

Anne falls for Spiggy, and has nights out up the working men's club. Diana has a flutter for Fitzroy because his fingernails are clean and he is good to his mother. The Queen Mother, in the one episode readers might find a touch distasteful, dies, is laid out by a golden-hearted Caribbean lady, and is borne to her Co-op funeral on the back of Spiggy's cart.

What the dispossessed Windsors find above all in Hell Close is kindness. If there is any depth to this harmless amusement, it is that common humanity is more alive at the bottom of the pyramid than it sometimes appears to be at the top. The Windsor family characters are caricature, and the ending is a disappointing cop-out, but Elizabeth Windsor and her clan come out of it rather well. Townsend must have read the tabloids with mounting anxiety in recent weeks as her book went through the printers; there were moments when fact appeared to be chasing fiction, and catching up.

seduced entirely by Elgar's more florid arrangement.

Parry's last years were wretched. His beloved estate was denuded of trees to make rifle-butt for the Great War. Former pupils like Bunterworth were killed in the war, and others, like Gurney, driven mad by it. His wife, who despite her hypochondria survived him by 15 years, became impossible. He died painfully from blood poisoning a month before the Armistice.

Dibble's book, while not always well written, displays great scholarship. It succeeds well in drawing Parry the man, with his love of yachting, his anti-Semitism and anti-Catholicism, and documents well the feud with Stanford. But, as well as being musically important, Parry's life is a symbol of a now defunct sort of Englishman, for whose passing we are all worse off. If this book revives interest in Parry's achievements, it will be a valuable contribution not just to musicology, but to our understanding of the whole late Victorian and Edwardian period.

Simon Heffer is deputy editor of The Spectator.

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THE TIMES

Sir Hubert Parry had in some respects begun to suffer a decline of reputation even before his death in 1918. Despite his great talents, and his role as a father of the English musical renaissance, he is largely forgotten today. *Jerusalem*, though, is perhaps better known than any English tune except *Land of Hope and Glory*; but of the man who wrote it, most know nothing.

Jeremy Dibble's book removes any excuse for ignorance. Like his subject, the author is a music lecturer, which equips him to cover the technical side of Parry's career as well as the historical. The book is finely balanced, passages of narrative interspersed with numerous musical examples that will assist the specialist reader, but which should not be a deterrent to the layman interested in Parry's life.

That life was not so predictable as might be imagined. The popular image of Parry is of a bald, walrus-moustached country squire who wrote music "like an Englishman and a democrat", as he memorably told Vaughan Williams. Parry was a younger son, born into the Gloucestershire landed gentry. His

Voice of a lost England

Simon Heffer

C. HUBERT H. PARRY
His Life and Music
By Jeremy Dibble
Clarendon Press, £45

father, Thomas Gambier Parry, used his wealth to build a spectacular church on his estate at Highnam, and to amass one of the great private art collections of Victorian England. Despite his love of culture he was opposed to his son's desire to pursue music as a profession, and after Eton and Oxford sent him off to work for a few miserable years at Lloyd's.

Maintaining his interest in music as an amateur, Parry managed to secure London performances of some of his early works in the late 1870s. He also met Sir George Grove, whose decision to employ Parry as a sub-editor on his dictionary gave him the financial

succeed Grove as Principal. By the early 1890s a couple of symphonies, and such magnificent works as *Blest Pair of Sirens*, had established Parry as Britain's foremost composer as well as one of its great academic musicians, responsible for bringing on a wealth of younger, and often more talented, composers. At this point, though, matters became unsound, for nothing in Parry's private life matched the relative smoothness of his professional existence. Also, despite his personal radicalism, his music remained conservative.

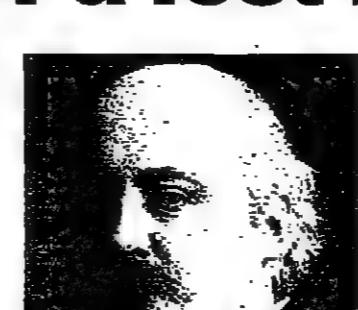
Ill health, extra responsibility, and the rise in popularity of Elgar and, to a lesser extent, his pupil Vaughan Williams, sent Parry into eclipse long before his death. After *I Was Glad*, written for the Coronation in 1902, he produced no work that has endured in the repertoire, with the exception, in 1916, of *Jerusalem* itself. Even his simple orchestral arrangement of that, as Dibble points out, has been super-

ceded entirely by Elgar's more florid arrangement.

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Parry: overshadowed by Elgar

A tycoon Oliver asking for more

No media magnate has evoked more extreme loathing and loyalty than Rupert Murdoch. Keith Waterhouse keeps cool

To declare an absence of interest unless you count the occasional book review as work, I have never been employed by Rupert Murdoch, nor have I ever sought employment from him. So I have neither axe to grind, knife to plunge into back nor long spoon to sup with.

Indeed, I have only met the man once. This was at the theatre, when he and some of his henchmen came to see a comedy of mine. Around this time if Shawcross has it right, the Murdoch conglomerate, then as complex as a Boeing 747 wiring circuit, owed £1.2 billion in short-term loans from 146 financial institutions in ten different currencies. I can report that Mr Murdoch laughted a good deal that evening. Maybe it was hysteria.

The first thing to be said about Murdoch is that while like Robert Maxwell, with whom his name was often bracketed, he is a compulsive meddler — "I didn't come all the way from Australia to interfere", he told

RUPERT MURDOCH
Ringmaster of the
Information Circus
By William Shawcross
Chatto & Windus, £18.99

is a powerful sub-text.

The bones of the Murdoch saga have been well picked-over. Starting with only a humble little newspaper empire — more of a colony, really — bequeathed him by his father, he proceeded to collect newspapers, magazines and TV stations across the world with the assiduity of a bulimic chocoholic stocking up on Mars bars. Like Northcliffe — the mentor of his father, Sir Keith Murdoch — he was born at the right time. Northcliffe looked at the newly-literate poor and translated them into newspaper readers. Murdoch looked at the communications technology explosion and decided he wanted a large piece of it. In 1960 the annual income of his empire was \$5 million; in 1991, \$8,546 million.

A lot of money, but is it worth an £18.99 biography? Nearly all Shawcross's chapter headings are the names of places — Adelaide, Sydney, London, Texas, Boston and so on, and one quickly sees why. Apart from one riveting and crucial diversion — the chapter headed Wapping — and the routine roots and beginning stuff, the book is in the main a 500-page shopping list of Murdoch's acquisitions around the world during a 40-year odyssey of hopping on and off aeroplanes. Buying one property, be it a newspaper or a yard of

is, much like buying another, and one begins to long for something refreshingly different to happen to the subject of the book such as getting run over by a car or being unable to find his collar stud.

The rich are different from us not only because they have more money but because they have an insatiable desire for still more — if not of actual cash then of the means to generate it; and we are ever curious to know why. Several explanations are offered by some of those who have been caught in



Fleet Street in 1970, before the post-Wapping exodus, with the *Telegraph* and *Express* buildings

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Murdoch's shadow. He was trying to "beat his father and to run the world". He was "restless". He wanted "power, power, power". I prefer the verdict of an old family friend and employee: "He was just like the baby in the old *Pears Soap* ad, who 'won't be happy till he gets it'." A tycoon Oliver asking for more.

Which leads to the question, what makes Murdoch tick? I fear it is not answered here. Shawcross notes that when he sent him a draft of this unauthorised biography

(although Murdoch did agree to be interviewed), "he chose to make no comment". Inscrutability appears to be a Murdoch characteristic.

We are, however, given chapter and verse on his first commercial enterprise. When he was a boy Rupert Murdoch would catch eel-rat and sell them for their skins. Catching the water rats was difficult, but skinning them was unpleasant: Rupert gave the task to his sister. She sold the skins for sixpence apiece, out of which she got a penny. Story of his life really.

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Valerie Grove recalls the great managers (and lunchers) of Fleet Street for whom she worked as a hackette

In old Fleet Street's inky days, the place was run by giants like Johnnie Coote. You remember him: expansive, bow-tied, quaffing champagne, an old sailing crony of Sir Max Aitken's, who left the Navy and embarked on the shark-infested waters of Express Newspapers. He was given a desk marked "Publicity" and invited to organise a powerboat race, with lots of hosp. on expenses at the yacht clubs.

But in newspaper management, Coote discovered, one could mix business with pleasure. Those were lavish times. The *Sunday Express*'s unvarying formula made it the most valuable property in Fleet Street, and the *Daily* flourished under "urbane, unflappable" Ted — now Sir Ted — Pickering.

There were many excuses for a lunch at the Savoy. Apart from the powerboat capers on the high seas and in port, with lords like Emil Savundra and Lord Lucan, there was the Boat Show to

organise, a London-Sydney marathon and a light aircraft race to Melbourne. The Express bought an aircraft, a brace of steeplechasers, a local paper known as "Coote's Folly". Coote moved on to manage the *Evening Standard*, where there were more contests, Pub of the Year, West End Stores parade, Drama Awards, "all indicative of the fun we had" and all further cause for lunching at the Savoy.

As a junior hackette on the *Evening Standard* one would have to conjure copy from such junkets. I am photographed in this book with Coote at Nick's Diner (ah! Nick's Diner) between Jimmy Edwards and Willy Rushton, having fun. Meanwhile Coote was hiring more senior, and expensive, hacks from rival papers ("What Jean Rook asked for was an open Triumph Stag sports car. As far as I was concerned she could have one with leopard-skin seat and a satellite-linked telephone...") or

fixing the tax-haven payments of Lester Piggott's ghosted autobiography. Or doing a favour for a titled lady, or getting someone's son into a public school. Jovial Johnnie could fix it.

When he first arrived, Coote was advised: "Don't mix socially with journalists. They must be dealt with at arm's length. And keep out of El Vino's." But what killed Fleet Street was never the boozey scribbles: it was the managements' craven conning at archaic production techniques and their overpaid print workforces.

Thus did those sleek fat men of Fleet Street dig their own graves, at

the mercy of muggers and conmen. I remember Jocelyn Stevens's boast, at his farewell dinner, that he had got the yamen £5,000 a year. The journalism present paid. To think that they too could earn £5,000 a year, if they could only bundle papers into a van!

When Jocelyn, the "hyperactive, high-profile, high-cut-collared scion of the *jeunesse dorée*, cut his manic swathe through Shoe Lane, Coote was furious. Painting the vans with orange chevrons, indeed! Soon Coote would be out of the Street of Ink (or Shame) "in tears and penury" to become, in *Private Eye* parlance, "Capt. J. O. Coote R.N. (Submerged)". Soon, too, the Express group itself was sold for a bargain £14.6m, passing not into the smooth hands of a rival proprietor like Hammerton but "the calloused hands of a master builder": Victor Matthews of Tralfagar House.

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Triumph of envy over experience

Oliver Letwin

SOME OF US
People Who Did Well
Under Thatcher
By Julian Critchley
John Murray, £14.95

ing of privileges... contempt for the old guard". As a result, the people who "did well" under her were, he thinks, largely arrivistes — new men and women who (like Mrs Thatcher herself) held that

"privileges ought to be earned" and who had the energy to earn them. Second, Critchley believes that niceness was not a principal ingredient of the spirit of the age. On the contrary, he claims, the motto was that "you cannot... make an omelette without breaking eggs" and "one of the uglier developments was an increasing assumption that the mere act of breaking eggs inevitably results in the making of an omelette".

In short, and under the thin disguise of potted biographies, this is an all-out attack. Critchley is advancing the thesis, devastating if true, that Thatcherism was essentially about prompting the interests of nasty arrivistes at the expense of the rest of us.

At first glance, the evidence that Critchley presents for this thesis seems fairly powerful. Some of the people whom he portrays do seem to be new men and women, earning their way and rather in the egg-breaking (or even omelette-splattering) mode. Robert Maxwell, to name but one of Critchley's leading players. But, if one can avoid being swept along by the Critchley prose for long enough to think, the thesis collapses under the weight of counter-examples, some furnished by the book itself.

Who should turn out to be Critchley's number one Thatcherite-to-the-death? Enter Nicholas Ridley, not (even by Critchley's admission) a nasty arriviste but a



Ridley: gentle Thatcherite

noble-hearted scion of a noble house "in his spare time... a country gentleman" with "...the background... or an artistic heritage" and with an absolute disdain for the false show too often beloved of politicians.

As soon as he has written it, Critchley spots the danger of the example for his own thesis and hurriedly excuses himself with the reminder that Ridley "was the only Gentleman Monetary". Too late the reader has just had time to remember Joseph and Howe — two monetarists, two Thatcherites, two

gentlemen. These are not arrivistes; nor are they by temperament egg-breakers. They cannot match, either for arrivism or for egg-breaking, some of those who "did well" under previous regimes — Brendan Bracken, Lord Kagan and John Polson.

And yet, despite the vapidity of the thesis, the book amounts to more than simply a series of potted biographies. It has, because of its authorship, an historical value. It stands as a testimony to one of Mrs Thatcher's greatest lacunae: the failure to convey to her own back-benchers what she was up to. The Thatcherite idea that, by forcing individuals and institutions to become more responsible for their own lives, the decline of Britain could ultimately be reversed and a new national spirit of vigour, endeavour and courage be engendered — all this passes Critchley entirely by. The Thatcherite programme appears to him as nothing more than a crude promotion of the individual and good housekeeping at the expense of old values, society, *noblesse oblige*.

The result is that if historians want to understand what Mrs Thatcher was trying to do, they will learn much from Critchley. But if they want to understand the frightened bewilderment of the backbenchers — and, hence, to a great degree, the causes of the drama of late 1990 — they could do worse than to read this book.

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Michael Leapman says newspapers are better than ever, but Brian MacArthur is less sure about the state of journalism

When Francis Williams wrote his newspaper classic *Dangerous Estate* 35 years ago, the state of British journalism was very different from the new world of the 1990s described by Michael Leapman in *Treacherous Estate*. For Williams, a former editor of the *Daily Herald*, adviser to Atlee and governor of the BBC, the basic commitment of journalism was utterly straightforward. It was to report honestly, to comment fearlessly and to hold fast to independence.

Thirty five years on, Leapman, who describes his book as a sidelight tribute to Williams, is no less upbeat and cheerful about the national press. There are now more and better writers, he says, producing more and better newspapers. That will be a surprising conclusion for those who believe that the past three decades have seen a relentless deterioration in standards.

Yet Leapman points out that it was ever thus, that the tabloids have never lived up to the ideals that the high-minded would wish to impose on them. Leapman's prediction that the excesses of the 1980s will one day seem like the age of innocence has the ring of truth.

Philip Purser's long stint as a critic has led him to conclude that television's best days are over, writes J. W. M. Thompson

Critics are held in little affection in this country. Philip Purser observes that state of affairs, he adds, proves that some of them, at least, are doing a good job. If this is indeed the case, then Purser is a notable exception to his own rule. During his long stint as a sound critic of television, he came to be highly thought of both within the television industry and among its readers, the viewers.

Television critics are odd creatures, in that their calling is curiously indeterminate. It requires them to range far and wide, adjudicating at one moment upon, say, scenes of terrible human misery and at another weighing the merits or otherwise of *Eldorado*.

Purser brought to the role extensive terms of reference, a sceptical and tolerant cast of mind, and catholic sympathies. To have retained this outlook through a lifetime of professional screen-watching (first for the *Daily Mail*, then the *New Chronicle*, and for 26 years for the *Sunday Telegraph*) is quite an achievement.

This book has been written to mark the end of his regular output of criticism. In it he intertwines his personal reminiscences with the story of British television. Purser's initiation as a critic happened by chance. He found himself switched from the *Mail* newsroom to "assist" the critic who was to be his mentor, Peter Black. And although television became his stock-in-trade, he has published seven novels, a couple of biographies, and much else.

Purser is not at all happy with some of present-day television's signs of the times. He recoils from the blandness and vacuity of much viewer-fodder and he is positively savage on the celebrity-puffing antics of the chat shows. After his long ordeal before the screen, who can blame him for that?

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Staying the course

Endurance riding is now galloping in popularity, writes Carolyn Henderson

Britain's attempt to retain the World Endurance Riding Championships, when horses and riders tackled a gruelling 100-mile course in Barcelona and came fifth, highlights the growing popularity of an unusual and demanding equestrian sport.

Endurance riding used to be thought of as a sedate sport for middle-aged women. It was called "long-distance knitting" by those who thought of it as a leisurely plod around the countryside, and it has never had the panache of eventing or showjumping.

Then came the 1990 World Equestrian Games in Stockholm, when Britain's endurance team brought back a gold medal. Television cameras showed the gruelling reality and suddenly the message hit home that endurance riding is no soft option. Many devotees are indeed middle-aged women, but their grit and stamina are beyond doubt.

More riders than ever are now determined to go the distance. The ultimate goal is to ride 100 miles in a day at an average speed of 12mph, but most people start with pleasure rides of ten or 20 miles and build up from there. For some, distance is everything. For others, the attraction lies in race rides, where distance is coupled with overall speed.

In 1986 the British Horse Society Endurance Riding Group, one of the sport's governing bodies, had 500 members, some of whom were supporters rather than riders. Today it has 1,350, and Maggie Morton, the secretary, observes: "They're all doers."

Joey Loyola, a member of the Stockholm gold medal team, agrees that top horses often have a quirk. Her little palomino, Solaglas Hero, was bought for £600, including his bridle.



Not for the faint-hearted: endurance riding is now respected as a sport requiring grit and stamina. Right: preparing for the Southwell International Ride, one of the important events in the calendar

eight years ago and was such a fanatic that she started doing long rides to "try to get some sanity into him".

Debbie Gillam, one of the

sport's most promising new-

comers and the

winner of her

first two 50-mile race rides, has a more conventional endurance horse, but she says her grey Arab, Krypton, could easily be a problem horse

In the wrong hands or if he did not get enough work.

These riders, both from Kent, are typical in the time and dedication they put in. Ms Loyola is a paragon post-woman who keeps fit by cycling up the hills on her

had to drink a pint of orange squash and eat a plate of spaghetti before weighing in.

She believes one attraction

of endurance riding, which

started in the United States as

long-distance cavalry horse

races, is that the one-horse

owner can excel. "You can concentrate on that one horse," Ms Loyola says. "You have to find a horse and bring it on, and you know that whatever you achieve, you have done it yourself."

Women predominate, possibly because so much depends on the way they look after their horses. There are several successful men at the top, however, and more are taking up the sport.

The favourite endurance horse is the Arab, bred for stamina and speed. But top horses come in other shapes and sizes. The one common denominator is an often quirky temperament.

Ms Gillam admits that she is obsessed. "There is the challenge of training a horse and getting him fit to go up

the levels," she says, "and it is such a friendly sport. People are always ready to help you."

Out in the open, rider and horse may appear to be in isolation. Endurance riding, however, is in some ways a team sport, because every rider depends on his or her crew to help at vet-gates, checkpoints where vets monitor the horses, and to keep water supplies coming through. Water bottles, called slosh bottles, for drinking and to pour over the horse to keep its temperature down, are often handed to riders at the run.

Compared with other disciplines, endurance riding is not expensive. A suitable Arab can be bought for £1,500 to £2,000, whereas a potential international dressage horse

costs tens or even hundreds of

thousands. For most riders, the expensive items are shoes, travelling and the cost of their time. An endurance horse in training will need a £30 set of shoes every fortnight, instead of every six weeks for an ordinary riding horse. Rides often demand an overnight stop, because of early start times, and many competitors travel long distances to venues such as the annual 100-mile Horseshoe ride on Exmoor and the Summer Solstice ride in Shropshire.

You will see tow cars and trailers rather than the luxury horseboxes with sponsors' names that are de rigueur at

big showjumping events. Some riders, however, do get sponsors. Ms Loyola is helped by Solaglas, a local glass manufacturing company, and events are sometimes backed by companies that feel the endurance image suits their product.

Sponsorship is usually small, because endurance riding is not a spectator sport and still battles

for endurance

image.

Enthusiasts hope it will

eventually become an Olympic sport.

● Details: The British Horse Society Endurance Riding Group, British Equestrian Centre, Stoneleigh, Warwickshire CV8 3LA; Endurance Horse and Pony Society of Great Britain, 32 Thornhill, Wootton Bassett, Wiltshire SN4 7RX.

1993 rides: Golden Horseshoe Ride, Exmoor, May 16-18; European Championships, Southwell, Nottinghamshire, September 4-5; Junior Championships, Cirencester, Gloucestershire, in July



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Taking the office bully by the horns

Libby Purves
hears lurid tales
of malice and
despair, and
learns how to
oust the
workplace thug

In the late 1980s in the West Country, there was a very unhappy bank. There was a manager who bullied his staff to such an extent that their health declined, their marriages suffered, and the matter began to be noticed by outsiders. It got to the point where one evening a group of husbands and parents decided to avenge their families and hid in the car park to attack the manager after work. By great good fortune for all concerned, the villain of the piece had been called away early to a meeting and the vigilantes dispersed without blood on their hands. "Otherwise," says Andrea Adams calmly, "almost anything could have happened to that man. That is the degree of intimacy it can get to. These murderous feelings, I find, are really very common. They come from a sense of helplessness."

In the case of the bank, the bullying consisted of "quite trivial personal taunts, unfair criticism, and hovering over people until they were afraid of making mistakes." It grew to be a major unhappiness for the 40 employees. "You feel so demeaned," said one of them. "Inadequate somehow, because it teaches you things about yourself that you are not very proud of... that you should have been stronger."

Ms Adams, a freelance broadcaster, interviewed the victims and played the tape to a BBC producer, Cathy Drysdale, who was at first rather irritated and reluctant but eventually found herself unable to disregard the weight and diversity of evidence. Two Radio 4 programmes were made about bullying at work, and a deluge of letters resulted. "Hundreds," Ms Adams says. "I really never intended a crusade, but I found myself talking to desperate people for hours on the telephone. Being bullied at work is an isolating experience. You think everyone will believe your boss, not you."

Ms Adams is not given to



Agony aunt: after raising the issue on the radio, Andrea Adams "never intended a crusade" but found herself talking to desperate people for hours on the telephone

exaggeration: her book, *Bullying at Work*, written with Neil Crawford, a psychotherapist, is understated. It talks of the need to support and treat the bullies as much as the bullied, and proposes organisational cures for the problem in an unsensational textbook manner. Despite all this, it makes lurid reading. Hatred, helplessness and despair leap off the page. Here is a teacher longing to kill his headmaster: "If someone had given me a cow, I would have shot him. I felt impotent. I finally resorted to really petty things, like ringing him up in the middle of the night to wake him up. I let the tyres down on his car. I'm not proud of these things but it was sheer frustration." Here, too, is a student nurse afraid to go to work: "I'd be sick, I'd have diarrhoea. I'd start to shake and stammer." Here, too, is a trusted worker, suddenly receiving a devastatingly critical memo and

cut off from support because she is too ashamed to show it to colleagues.

Turn the page and you have a terrified executive afraid his phone is bugged but talking to Ms Adams nevertheless, as she struggles to unravel the machinations of a bizarre B&S Fawlty figure she prudently names only as "Martin".

Then there is a political researcher called a "young cow" in front of a group of MPs, and — all the more valuable for being evidence at one remove — the testimony of a personnel officer describing a demoralised department of eight men: "One was very gaunt, red-eyed and unshaven. He appeared frightened. Another one constantly chain-smoked and seemed to have the shakes. A third was pale and withdrawn... When I told the

bully this is how the men had looked he said, "Yes, I think they must lead a very wild life." I saw him as the sort of person who would be taken on as a concentration-camp commandant.

All of this is staggeringly unpleasant and reflects little credit on human nature. Nor can it do much for efficiency: no company is going to beat off recession while half its

work-force is creeping round with murder in its heart.

"Precisely!" Ms Adams says.

"It's in everyone's interest to stop it. The most important thing is that the problem gets recognised and given its proper name: bullying. Once people knew what sexual harassment was, they could deal with it better. I have found companies very unwilling to use the word, and was thrilled when the Institute of Personnel Management invited me to address them next month and let me call it 'Bullying at work'."

She is at some pains to define bullying as different from the normal urging and goading of workers who need it. "Bullying involves malice. Anger. The kind of thing you get when someone's had a violent or angry childhood. People are together in a work

situation, and suddenly trigger each other off in a legacy of past bad relationships." Popular, talented employees are often the target of sour and angry superiors. Tactics vary from the obviously unfair — one woman challenged her manager then had her job changed to ensure she had responsibilities she could not meet — to the subtle, "such as never looking at an employee when they speak to you". And the downright nasty, like the new woman head of department who ruined a science teacher by humiliating him constantly in front of his class. The account of the teacher's regression to small-boy fury and helplessness is upsetting to read. In the end he resigned and became a door-to-door salesman.

Ms Adams recommends various self-help methods of combating bullies at work, from direct firmness and refusal to let it begin, to desperate measures like logging

every incident or criticism and carefully preserving evidence of the real value of one's work. But she also concludes that spectacular, destructive nastiness only occurs in bad, very hierarchical management structures where employees have no recourse except to an impotent or unwilling personnel department; or where the management is at some distance from the actual work.

"Schools and colleges are notorious," she says. "Local education authorities don't take the problem in at all. It's ironic that they make such play over eliminating bullying by children when it is actually deep in the culture of certain schools among the adults. I've heard some horrible stories from schools, and the grant-maintained ones can be even worse, because the Secretary of State can only intervene where you can prove that procedures have been abused. Banks are pretty bad, too. And any company where the only person you can complain to is one of those who appointed your boss and who feels defensive."

Good examples, she says, are found in reorganised companies where the interests of efficiency and humanity often go hand in hand. "Ask the Advisory Conciliation and Arbitration Service. Firms which have restructured themselves, as Birds Eye Walls did, and got better at involving everyone, have less scope for difficult people to make life a misery. A good company is like a good family."

Out of curiosity and her sincere belief that bullies need support and understanding, she tracked down some of the offenders from her casework. Only one, a reformed chef, was interviewed at length. Of the others, the choleric local newspaper editor who persecuted a writer (later a successful freelancer) is still editing, and has the same reputation. The bank manager moved to another branch. "I have heard that he is still at it, too." The man who insulted his political researcher was indignant at Ms Adams's approach and said: "People are queuing up to work for me!" But he took early retirement. And the legendary "Martin" was promoted to be a senior management troubleshooter.

There is still plenty of scope, apparently, for the old joke: "Tell you one good thing about my boss — I get two holidays a year. One when I go away. The other when he does". Ms Adams has heard that one. Quite often.

The most important thing is that the problem gets recognised and given its proper name: bullying'

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Tibetans have maintained their optimism

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(and it isn't the 6-figure package)

This is an unashamedly elitist advertisement. It is aimed at the cream of IT Practitioners and Business Consultants. People - probably in their late 20's or early 30's - who already command a substantial income. Professionals who are highly respected, extremely well rewarded and probably not seeking a career change.

There are very few people who, in all honesty, can be described as 'Hybrid IT Managers'. I'm looking for five of them. I will be offering an open brief to drive through effective change programmes, involving significant IT initiatives, for probably the most progressive securities house in the world. Operating out of London, Tokyo, New York, Hong Kong or Singapore, these five key players will bridge the traditional IT/business management divide to deliver vital strategic solutions. How they achieve it, however, is entirely their business.

An environment so free from restrictive practices and professional constraints demands incisive, disciplined minds. I am looking for people with an impressive development pedigree who are steeped in workstation and distributed database technology. Aboard of all the latest thinking on co-operative processing in a real-time, message-based environment, they must understand the critical business risk and cost ramifications of all strategic decisions. Also, although they may not know the securities industry, they will certainly have the intellectual agility and flexibility to master, very swiftly, its many subtleties.

The rewards certainly match the proposition. However, the greatest reward of all cannot be measured in mercenary terms. The chance to write your own job brief and become one of the chief architects of global change must be the strongest possible reason for responding. My client plans to be the most visibly successful securities firm in the world - delivering that pledge could be your challenge.

Please contact me - John Miskelly - on 071-253 7172 during office hours or on 0831 145022 evenings and weekends. Alternatively, write to me personally (naming any company you wish to exclude from consideration), quoting reference 560 at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax 071-253 0420.

1982
1992

Senior Retail Marketer

£ Exceptional Package + Car + Benefits

Retailing is undoubtedly one of today's most challenging, demanding yet highly rewarding industries

Our client has already established outstanding success in its marketplace by offering quality, value for money products in a consumer friendly environment

As part of a major international group, it is totally committed to further expansion and has created a new role for a very senior marketer as number two to the Marketing Director. As well as having total responsibility for spearheading our client's future development, the individual will need the skills and credibility to be able to assume the Director's role within a relatively short timescale.

To be considered for this position, you must demonstrate outstanding strategic and analytical skills and evidence of real achievements in the consumer and retail marketing world. If you are aged under 32 years or are earning less than £35,000 it is unlikely you will have the depth of experience required.

If you are looking for a real challenge call Hilary Hoolahan on Sunday 13th September between 10.00am and 3.00pm, or during the week at: Ball & Hoolahan, 75/77 Margaret Street, London W1N 7HB. Telephone: 071-323 4041. Fax: 071-323 2163.

Or alternatively fax your cv through with full salary details. All replies will be treated in strictest confidence. Our client is an equal opportunity employer.

BALL & HOOOLAHAN

OPEN SYSTEMS TECHNICAL CONSULTANCY

Our client is a highly respected and fully integrated computer services company offering complete open systems solutions. They now require high calibre individuals to fulfil key roles within three specific technical categories. It is essential that you are a graduate with seven years IT experience possessing a structured development background, with a good commercial awareness and a proven track record in similar projects.

OPEN PLATFORMS £38K - £42K +
LONDON/UK plus benefits & car

For these roles an in depth knowledge of the UNIX environment as a whole is essential and skills will previously have been applied in a systems management/administration or technical support/engineering capacity. Experience should include a combination of shell programming and networking and distributed system issues: TCP/IP, OSI, X25 and communications hardware.

RDBMS TECHNOLOGIES £38K - £42K +
LONDON/UK plus benefits & car

For these roles a minimum of 3 years experience is needed with ORACLE or INGRES. Roles centre around front end analysis and technical design and relevant background will include a combination of the following: Data analysis and modelling, structured methods, CASE tools, Systems architecture, SQL and client server technology.

DEVELOPMENT SPECIALISTS £38K - £42K +
LONDON/UK plus benefits & car

For these roles a programming, design and development background is essential and any individual must have strong GUI skills in, MS WINDOWS, SQL WINDOWS or X-WINDOWS. In addition experience of C++, VISUAL BASIC, MOTIF or PRESENTATION MANAGER would be of special interest.

For further information telephone Andrew Larson on 0245-344670 (2.00pm - 6.00pm weekends) or the number below in office hours.

INNOVATION
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INNOVATION COMPUTER CONSULTANTS
17-18 CLERE STREET LONDON EC2A 4LJ FACSIMILE 071 253 0339



Director of Finance

c.£70,000

For a leading Northern firm employing over 300 people, and one of the largest national partnerships of solicitors.

- THE RESPONSIBILITY is for the provision of top quality support to the fee earners, the role embraces financial control, technology, resource management and overall administration.
- THE NEED is for a qualified accountant with a reputation, in industry, commerce or the professions, for producing effective solutions in a complex and demanding environment. A flexible approach and outstanding management skills are mandatory.
- PREFERRED AGE 38 - 50; Location Leeds

Write in confidence, enclosing a Curriculum Vitae, quoting reference T7525 to:

TK

SELECTION

13-14 South Parade, Leeds LS1 5QS Fax: 0532 426888
A DIVISION OF TYZACK & PARTNERS

General Manager Speciality Materials

This is a new appointment, carrying profit responsibility, in a high growth division of one of the leading UK industrial Groups with worldwide sales of £2bn. Career prospects are outstanding.

- THE TASK is to achieve increasing financial returns through radical improvements in manufacturing standards, efficiencies and controls. Substantial capital investment is planned.
- THE NEED is for an outstanding graduate engineer with at least 5 years experience of the management of continuous production operations. Commitment to high standards combined with drive and commercial acumen are required. Preferred age 28 - 35.
- COMPENSATION PACKAGE c. £52,000 + benefits. Location: Docklands.

Write in confidence, enclosing Curriculum Vitae, quoting reference T7533/ST to:

TK

SELECTION

8 Hallam Street, London W1N 6DJ Tel: 071 580 6113 Fax: 071 631 5317
A DIVISION OF TYZACK & PARTNERS

The Training and Business Factory is a results driven, quality orientated, national organization expanding rapidly in both government funded and commercial training markets.

We now seek a Business Manager for our South London Office.

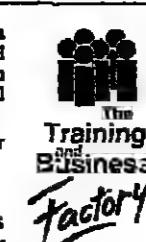
BUSINESS MANAGER

To £25K + car + incentives

You will be responsible for all aspects of running a dynamic training business, working closely with local partners such as The Training and Enterprise Councils, Employment Services and Employers. Applicants should be of graduate calibre and aged between 25-35. Candidates must be able to demonstrate operational, business development and financial management ability and possess first class organisational skills, energy and enthusiasm.

A background in either recruitment or other service industries would be particularly relevant.

Please apply in writing enclosing CV and covering letter (please enclose a day time telephone number) explaining why you wish to be considered to: Jackie Leakey, The Training and Business Factory, 1374 Elstree Industrial Park, 11 Lyham Road, London SW2 5DZ. Closing date for application is Friday 25th.



MANAGER OF INFORMATION TECHNOLOGY

NORTH LONDON

The successful candidate will be educated to degree level and have significant experience in the management of information systems in a similar position. He/she will be comfortable in an expanding organisation and have a strong technical and user service focus. It is unlikely that anyone under the age of 35 will have the necessary experience to fill this role.

The reward package is fully commensurate with the importance of this senior position.

Apply with CV to: Ian Tilting, Personnel Manager, Cable London plc, Progress House, 50 Chardron Road, London NW8 8BX

Stanley Thornes and Mary Glasgow Publications are now merged into a single operating company in which both brand names will be preserved in forming a "new" major UK Educational publishing house.

Publications cover the comprehensive range of primary, secondary and college needs with major strengths in maths, science, humanities and modern languages.



FINANCIAL DIRECTOR

Publishing

CHELTENHAM UP TO £40K PLUS BENEFITS

A MEMBER OF



A formal professional accounting qualification, a business studies degree or appropriate qualification is required and a background in publishing is desirable but not essential. In addition you must be able to demonstrate a successful career history at a senior management level with responsibility for the full range of accounting services, including the IT function. You will probably be in the age range 35-45.

An excellent benefits package will include a starting salary of up to £40K. In addition, a generous performance related bonus will reward achievement. A quality car, non contributory pension scheme, generous life insurance and health care for self and family are also provided.

If you are ambitious, hardworking and have the capacity to produce quality results under pressure and win credibility with your team approach, apply in writing with a current CV stating how our requirements are met and a telephone number for contact to:

Peter Jones,
Group Human Resources Consultant,
131 Holland Park Avenue,
London W11 4UT.

Director ... and needing a job

By working together we have total commitment in helping you to find the right job.

Our methods lead to hundreds of opportunities at senior level across a wide range of services and industries. £40K + ++

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assessment ★ CV service ★ Interview technique training
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FOR CAREER INFO PACK

The Company is a key U.K. member of Wolters Kluwer, a £700m education and information services group whose interests extend throughout Europe and the U.S.A.

Reporting to the Managing Director, you will be expected to take full control of the accounting functions of the two companies currently in the merger process. In addition you will be responsible for the transition of the accounting activities onto a new custom written system which is currently being specified and where you will have an important input. The successful completion of these activities to a tight time schedule will be key tasks to be addressed immediately following your appointment. You will also be expected to contribute to ambitious strategic/financial plans of the company.

whitehead selection

High Voltage Motor Specialist

Southern Hemisphere

Flexible package and attractive lifestyle

The Company is an established manufacturer of mechanical power transmission equipment, as well as heavy duty industrial motors. Alert to the opportunities in its marketplace, it has developed a strategy which includes a new range of high voltage motors which would be locally manufactured.

The market potential is impressive, both in the indigenous mining industry and possibly in exports. Moreover, the company's management has a track record in vigorous, entrepreneurial development of market share.

The HV Motor Specialist would be responsible for the design and interpretation of technology transfer for a range of HV motors, against a market analysis prepared by the company. The role will include advising on production requirements and planning, external sourcing of components, the training of engineers and technical support of the sales force.

Our client is flexible about the terms required (including contractual basis, length of commitment, location) to make the relevant technical experience available to the project. Age is also flexible, but candidates will have the personal and professional stature to represent the project in academic and industry circles.

Please write enclosing full CV, quoting ref 572, to Robin Rogers, Whitehead Selection Ltd, 43 Welbeck Street, London W1M 7HF.

A Whitehead Mann Group PLC Company.

whitehead selection

MAJOR ACCOUNTS AREA MANAGERS

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South East and Midlands

Package £30K OTE + 2 litre executive car

We are an extremely successful subsidiary of the Securitas Lock Group, one of Europe's largest security groups.

Long established in the UK, we market and distribute mechanical and electro-mechanical security products to major corporate government and institutional users through a network of stockists and OEM's.

With an unrivalled reputation for product quality, durability and design innovation, the company's share of the market continues to grow.

To maintain this growth we seek very successful sales professionals with a proven track record of selling technically orientated products within the South East and Midlands.

In return for your commitment, you will enjoy excellent marketing support, high basic salary coupled with a profit-related incentive scheme and broad scope for career development.

To apply, please write with full CV to:



The Managing Director,
ASSA Limited, 75 Sunner Road,
Croydon, Surrey, CR0 3LN.

EXPERIENCED RECRUITMENT CONSULTANTS

Required by the Winchester Group to work in our London Headquarters. We will provide:

The best training programme in the industry.
A full range of support including recruitment, selection, training and related assignments.
A total compensation package yielding very high earnings.
A truly exciting working environment.
If you live in London, aged 26-38 and need a challenge, call Andrew Rutherford on 081 886 2600.
Mon-Fri Tel: 071 872 0008 Fax: 071 325 6687.

PROFILES

I'VE BEEN LET DOWN!
LET ME PROVE I
WONT LET YOU DOWN

THIRD YEAR
BUSINESS STUDIES STUDENT

My placement has been cancelled, now I require 1 year's work experience. Fluent German and French. Full driving licence. Willing to travel. Own Car. Salary not essential but expenses appreciated.

PLEASE REPLY TO BOX NO 1706

GENERAL MANAGER

National Glass Recycling Company Salary c £33,500 + car + benefits

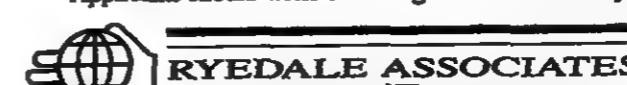
This is an exceptional opportunity to establish and develop a national company dedicated to the collection, marketing and profitable disposal of waste glass to the glass packaging industry.

The General Manager will meet the challenge of creating a business which contributes to improving the environment and provides a source of raw material to a major industry.

The key responsibility of the role will be to set standards of performance for the company and to ensure these performance levels are achieved.

In addition to substantial experience in senior management the successful candidate must have the ability to inspire and motivate people at all levels. Educated to degree level applicants will have a good commercial background with experience in glass or some related manufacturing environment. Excellent interpersonal and negotiating skills are also essential criteria. As this role will be in the public eye the person appointed will have significant personal presence and authority.

Applicants should write enclosing full CV and salary details to:



EXECUTIVE SEARCH & SELECTION

57 Goodman's, York YO1 2LS. Telephone: 0904 610657



THE SUNDAY TIMES

1992 SALARY SURVEY FOR SENIOR MARKETING PROFESSIONALS

In conjunction with The Sunday Times, Michael Page Sales and Michael Page Marketing are producing a series of detailed Salary Surveys to cover the following business sectors:

Professional Services
Telecommunications
Information Technology & Computing
FMCG and Consumer
Industrial and Business to Business

September 1992
November 1992
January 1993
February 1993
March 1993

Each eight page publication will also include topical recruitment and marketing issues, contributed by prominent personnel and marketing professionals within each sector. The publications are available to interested Sales, Marketing or Personnel executives. To receive a specific publication please forward your business card, indicating which one is of interest to you, to Helen Parry at The Sunday Times, Classified Department - Level 5, 1 Virginia Street, London E1 9BL.

MP
MICHAEL PAGE MARKETING
Specialist Recruitment Consultants
London, Windsor, Birmingham & Leeds

123 021

If you believe you have been unfairly dismissed, you may need help to claim compensation. Widget Finn investigates

The strain of redundancy and the problems of finding another job are a burden. Would the prospect of taking your former employer to an industrial tribunal just add to your worries?

Industrial tribunals are independent judicial bodies that settle disputes between employees and their employers about employment rights. If you have been made redundant unfairly or your employer will not pay your redundancy entitlement, go to an industrial tribunal, advises Isabel Facer, employment rights worker at Camden Tribunal and Rights Unit in London.

"Do not have any illusions that an industrial tribunal will right all employment wrongs," she says. "And the procedure can be long and drawn-out."

Jennie Moore (named changed) was made redundant a year ago from her job as an investment manager with a financial company, and her case is scheduled for November. But Mrs Moore has found the delay to her advantage.

"At the time," she says, "I felt highly emotional about the redundancy. But now I feel just anger at the way I was treated. The money I may be awarded is irrelevant. I am fighting for the principle."

Mrs Moore, who was pregnant, found when she was made redundant that another person was

Should you go to a tribunal?

earmarked for her job. She is claiming unfair dismissal and sex discrimination, which the company has not denied.

The first step is to decide whether

you have a strong enough case to go to tribunal. A booklet produced by the employment department, which outlines the various legal provisions, is available from Jobcentres and social security department (DSS) offices.

Unfair selection, a frequent complaint in redundancy cases, is where someone has been in a job for several years, then is replaced by another person who better fits the company's strategy. Sometimes, when a position genuinely becomes redundant, the employee has to

claim redundancy payment through an industrial tribunal either because the company will not

pay, or cannot pay because it has gone into liquidation. In that case, an individual can get payment through the employment department's redundancy fund.

When Mrs Moore received her redundancy notice, she did not know where to go for help. A friend suggested the citizen's advice bureau, whose local branch referred her to one of the legal units set up by the CAB to offer free employment law advice.

Some solicitors are prepared to help but, says Michael Delaney, a partner in Bells, a Surrey firm of solicitors, legal aid is not available for proceedings before an industrial tribunal.

"A solicitor can give up to two hours' legal assistance under the 'green form scheme,'" Mr Delaney says, "but is unable to represent a



COUNTING HESITANCY: An important part of the job for rights worker Isabel Facer is reassuring people

client before the tribunal. You cannot recover your legal costs unless you can prove that your employer has acted maliciously, vexatiously or unreasonably, and it is difficult to get payment enforced."

When you have decided to proceed, you must write to your employer setting out your case and the

compensation you seek. The next step is to apply to the industrial tribunal on a form available from the local DSS office or tribunal court.

You must apply within three months of being made redundant.

You have to be employed by the company for at least two years to qualify, and compensation will be assessed by the industrial tribunal

on the number of continuous years you have completed, up to a maximum of 20.

The tribunal will send a copy of your application to your former employer, who has to reply within 14 days in order to contest the case.

At this stage, the Advisory Conciliation and Arbitration Service (Acas) will probably become involved.

The timescale of the process varies in each region, but it takes at least three months to get a hearing and usually lasts about a day: the lengthy industrial tribunal cases that are reported nationally are not typical.

Ms Facer says an important part of her work is to give clients reassurance and support. "People are often nervous about taking on a big company," she says, "and are frightened at the thought of an industrial tribunal. We explain what will happen on the day and discuss who will be there. It's helpful to sit in on another case beforehand to see what to expect."

Frequently, Ms Facer says, employers, worried at the prospect of bad publicity, will settle a claim at the eleventh hour.

But are your future job prospects affected if you take your employer to an industrial tribunal? Mrs Cooper, with her case still pending, does not think so.

"I made a point of explaining what I was doing when I went for an interview recently," she says, "and the company was supportive. They must have believed I was in the right — they gave me the job."

• Acas, 83 Euston Road, London NW1 (071-388 5100). Information about the industrial tribunal process can be obtained from citizens' advice bureaux, DSS offices and Jobcentres.

Mercury Personal Communications (MPC) are introducing a revolutionary new communications system, based on an advanced radio network, which will offer millions of people the freedom to communicate with each other, through a pocket phone that makes and takes calls on the move. It will be simple, convenient and affordable.

In fact it will offer so much more to both businesses and individuals, that before too long the idea of buying a telephone system which is connected by wire will seem, well ... quaint.

As leaders in this new technology, part of MPC's huge investment is dedicated to building the most professional sales and marketing operation, drawing the very best people from a wide variety of industry backgrounds.

The following key roles present exciting and challenging opportunities to contribute to the launch of a new technology and the successful establishment and growth of undoubtedly a major Communications force:

PEOPLE GOING PLACES

Account Managers - Direct Sales c. £45K

Your primary task will be to design and implement effective business plans and motivational incentives to stimulate proactive sales of MPC's products (PCN). This will include initiating promotional activity and ensuring that a major 3rd party sales force is well equipped to sell PCN as an integral part of their overall prestigious product portfolio.

You will have a minimum of three years' demonstrable sales success through a third party chain, including joint partnership programmes, promotional activity and support training. Preferably within a quality driven Computer or Telecommunications environment, you may have gained your experience in OEM/VAR/Distribution divisions. Ref: 6477

Technical Support Manager c. £30K

Your key role will be to provide reliable technical and project management support, both pre and post-sales, to the PCN dealers and direct sales force. This will involve you in close and detailed liaison with engineering, marketing and sales specialists, together with customer presentations and demonstrations, ensuring that all technical features are satisfied.

Possessing obvious commercial acumen, you must have an excellent understanding of radio/mobile communications, and a proven track record in a similar role. Ref: 6481

Divisional Manager - Direct Sales c. £50K

Your task will be to recruit and develop a dynamic, field-based sales force, responsible for maximising sales to small and medium-sized businesses.

With outstanding leadership and communications skills, you must have had at least two years' direct line management experience, gained within a highly competitive and fast-moving commercial environment, e.g. Office Equipment, Vending, Telecommunications (key systems).

This division's rapid growth and evolution will undoubtedly provide wide-ranging opportunities for individuals who have previously built and managed a direct, territory based, sales force, ideally from inception. Ref: 6480

Sales Executives

c. £30K

Focused on small and medium sized businesses within a defined territory, you will follow up supplied leads to achieve optimum sales. This will mean aggressively exploiting your local knowledge to build up a strong and growing customer base.

You will need to have gained at least three years' successful sales experience in a highly competitive environment, e.g. Office Equipment, Mobile/Telecommunications, Consumer Electronics or from within a Dealer/Distributor selling direct to small businesses. For a well motivated sales professional geared to achieving results, the prospects are excellent. Ref: 6483

Corporate Account Manager c. £45K

Working in conjunction with established corporate account teams, you will be responsible for integrating the PCN offering into the strategic account plans of the UK's most prestigious companies. This will demand professional account management skills incorporating detailed account planning, effective multi-level selling and strong negotiating abilities. Your major/national account management experience will probably have been gained within a Telecommunications, Business Products or related environment and specific knowledge of selling into Mercury or BT would be a distinct advantage. Ref: 6478

Sales Development Manager - Retail c. £40K

The creation and development of a network of quality retail outlets is a key part of our marketing strategy. Your responsibilities will include the identification of suitable channels to the consumer market, the establishment of commercial trading terms and motivational marketing and support programmes.

To do so, you will need a minimum of two years' retail key account management experience, including contract negotiation, probably gained in a consumer electronics or competitive FMCG environment. Entrepreneurial flair, supported by sound commercial acumen, will be essential qualities in pioneering sales through innovative non-traditional outlets. Ref: 6472

Manager - Agency Sales Force

c. £45K

Manage the relationship with our independent Field Marketing Agency, who will in turn provide a contract sales force to address the consumer market, this is an exciting role of critical importance. With at least two years' field sales management experience, gained within a blue chip environment, ideally in a field marketing agency or consumer sales, you must have a knowledge of "lead management" techniques applied to a third-party sales force. Ref: 6473

Based in LONDON and the SOUTH EAST, each position carries a highly competitive salary and fully comprehensive benefits package, including an attractive company car scheme. Earnings quoted include bonus or commission where appropriate and will be offered at a level commensurate with experience.

To apply for these challenging positions, please send a full CV, quoting the appropriate reference number to, SHIRLEY PRUDEN or TRACEY RICHARDSON at Highfield International, 1 London Rd, Newbury, Berkshire RG13 2JL. Fax: 0635 38837.

Applications from recruitment organisations are welcome; however, Mercury Personal Communications request that they must be directed through their retained consultant, STEPHANIE KIRBY at Highfield International.



Helping you map the way ahead.
EXECUTIVE SEARCH & SELECTION



General Manager

Leisure and Sports Consumer Goods

Central London

Our client is a young, dynamic organisation which has enjoyed phenomenal growth in an extremely short timescale in the leisure and sporting goods sectors. Its existing portfolio of products continues to expand at the premium end of the market. As a result of this growth, the company is now seeking a senior individual to manage the next stage of this expansion. Reporting to the board, your responsibilities will be broad in nature across three distinct product areas. These will include: strategic marketing and branding for product groups, full profit and budgetary responsibility, customer services, control of the sales function and management of operational and distribution systems. In addition, you will be involved in the setting up of the distribution network for European markets.



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THE TIMES LITERARY SUPPLEMENT

require an Advertisement Sales Executive

ARE YOU...

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If you answer "YES" to these questions you could be just the person I am searching for. Why not write to me today, with you CV and current salary.

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071-481 4481

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Information Management Processing & Engineering

To £45,000 + Car + Benefits

North West

Highly visible roles in a major British group committed to developing and implementing a well planned, business driven, information technology strategy. Market leader with strong order book focusing on international growth. Decentralised business units supported by central and distributed IT operations networked together. Reporting to the Director-IS, two key new appointments have been created. Both positions require graduates, probably early to mid 30's with line or consultancy backgrounds. Excellent interpersonal skills, energy, commitment and senior management credibility are essential.

Information Strategy Manager

THE POSITION

- ◆ Responsible for the development and management of the information strategy.
- ◆ Review the information architecture in line with business requirements and future direction.
- ◆ Establish corporate and business data models. Provide an EIS service to the centre.

Ref SL3605

QUALIFICATIONS

- ◆ Proven success in strategic business analysis and information systems development.
- ◆ In-depth knowledge of data management/modelling. Understanding of business process re-engineering an asset. Business and technical awareness essential.

Technology Strategy Manager

THE POSITION

- ◆ Responsible for the development and management of the technology strategy.
- ◆ Review the technology infrastructure to ensure it meets current and future business needs.
- ◆ Evaluate emerging technologies. Inform and guide on business enhancement through computing and telecoms technologies.

Ref SL3606

QUALIFICATIONS

- ◆ Proven success in strategic technology planning and infrastructure development.
- ◆ In-depth knowledge of computing and telecoms technologies. Able to communicate technical issues simply. Information systems and commercial awareness essential.

Please reply in writing, enclosing full cv, quoting relevant reference
7 Shaftesbury Court, Chalvey Park, Slough, SL1 2ER



NB SELECTION LTD - a Norman Broadbent International associated company
SLOUGH 0753 819227 • BIRMINGHAM 021 233 4656 • LONDON 071 493 6992 • BRISTOL 0272 291142
GLASGOW 041 204 4334 • ABERDEEN 0224 630080 • MANCHESTER 061 599953

Managing Director Marketing Services

c.£50,000 + Bonus + Benefits

South East

Profitable and acquisitive, this plc subsidiary is well placed to develop existing operations into new business areas. The new MD will spearhead this expansion.

THE COMPANY

- ◆ Attractive, sound, highly professional service business. Blue-chip client list.
- ◆ Ongoing capital investment programme; strong support from plc parent.
- ◆ Key strengths in direct mail, database marketing and telemarketing. Needs to expand services to fulfil growth potential.
- ◆ **THE POSITION**
- ◆ Reports to plc Board Director. Full P & L responsibility for multi-site operation employing c.50 people in sales, operations and administration.
- ◆ Develop strategy to broaden service base; determine and achieve sales and profit objectives for the business.

Please reply in writing, enclosing full cv, quoting reference SL3712
7 Shaftesbury Court, Chalvey Park, Slough, SL1 2ER



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REGIONAL MANAGER

Middle East

Excellent Tax Free Salary & Benefits • Dubai

With a wide ranging and innovative product portfolio embracing both technical and consumer products, our client is a recognised world leader in its field and a genuinely global blue chip organisation.

A recent internal promotion has created this challenging opportunity for a graduate calibre Marketing/Sales professional, aged at least 35, to head up their Dubai operation.

Reporting to the UK head office, you will be responsible for the continued development of Middle East business, working closely with your team of area managers to manage and maintain our client's well established distributor relationships.

Since this involves working partnerships with local, often family owned, companies and close collaboration in joint marketing plans and budgets, a full understanding of, and empathy with, local culture and business practice is

essential. It is probable, therefore, that you have a proven track record in a similar Middle Eastern management role.

While a commercially adept and decisive mind is an obvious prerequisite, the management and motivation of this particularly close-knit team will call for excellent man-management skills, tempered with tact and sensitivity.

If you have the correct blend of business acumen and cultural awareness this important, highly visible role demands, you can look forward to excellent expatriate terms including an attractive tax free salary.

To apply, please write with full CV and salary details to The Confidential Replies Supervisor, Ref: SAR2, Kingsbourne Advertising, Salisbury House, Bluecoats, Hertford, Herts SG14 1PU, clearly stating the names of any organisations whom your application should not be sent.

KINGSBOURNE
ADVERTISING

Hemel Hempstead

c.£35,000 + Car

OPEN SYSTEMS Marketing Managers

Bull is a \$6.5 billion global organisation and a leader in Open Systems. We have created a worldwide organisation to manage our extensive investments in the Research and Development (\$2 billion over 4 years) of products within the Bull Distributed Computing Model, which will enable our customers to integrate distributed Open Systems with proprietary technologies.

Our facility in Hemel Hempstead is the European centre of excellence in the development of advanced products in transaction processing and printing systems for use throughout the world. We are increasing our investment in resources in 1992 and beyond.

In this role, you will have worldwide technical marketing responsibility for a specified family of Open Systems software products. This will span the entire product life cycle, from researching and establishing global market requirements and liaison with Research and Development, to setting the product marketing strategy with full marketing mix responsibility.

There will be extensive liaison with our affiliates and customers on a worldwide basis, on both the technical and commercial levels.

Your background must include technical marketing or product development within the Open Systems environment, ideally with worldwide, rather than national responsibility. You will have both the technical credibility to interface with Research and Development and the commercial credibility to liaise effectively with our affiliates - well developed interpersonal and communication skills are essential for both aspects of the role.

Please send or fax your CV quoting the reference number 2312 to Goodman Graham & Associates, advising consultants, at 8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR. Tel: 0923 855515. Fax: 0923 854791.



London

Excellent package + benefits

Corporate Telesales Manager

Contribute to the growth of a Retail Revolution

PC World is an entirely new concept in UK retailing. Launched in 1991 as the UK's first Computer Superstore, we are key to the business strategy of our parent, Vision Technology Group. This highly visible initiative has further strengthened Vision Technology's position as Europe's largest computer mail order supplier. Two stores are currently trading successfully, with another two scheduled to open by the end of 1992. As the next stage in our growth, we are establishing a central telesales team to further develop our business with corporate organisations. We now wish to appoint an outstanding Corporate Telesales Manager to lead this initiative.

Reporting to the Chairman, your brief will be to build a highly committed corporate telesales team, motivated to provide a quality service and achieve significant revenue targets. You will put in place the systems and procedures necessary to operate effectively and will work closely with marketing to develop marketing communications

PC WORLD
THE COMPUTER SUPERSTORE

programmes, raising our profile with large business and public sector organisations.

The right individual will have significant experience of building and managing successful telesales teams within the PC sector. This will include 'hands-on' experience of telesales into large organisations and very impressive team leadership and motivational skills. You will also need strong planning and organisational expertise and thrive in an entrepreneurial and high pressure environment.

This is an exceptional opportunity to build a new telesales organisation; to leverage significant company strengths in this new initiative; and to contribute to the continued growth of one of the most exciting and successful new ventures of recent times.

To apply, please send or fax your CV, quoting reference 4102, to Goodman Graham & Associates, advising consultants, at the address below.

GOODMAN GRAHAM
AND ASSOCIATES

8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR.
Telephone: 0923 855515. Fax: 0923 854791

Sequent Systems Sales

London, Manchester & Scotland

Earnings c.£70,000 + stock options

According to June's IDC figures, Sequent now lead the UK market with a 26% share of the medium to large open systems hardware sector (\$100k to \$1 million value).

Impressive figures indeed. Particularly when you realise that our closest competitor trails us by 10%.

Our sales in the first two quarters have grown by over 70%.

We added 40 new name customers in the same period.

At a time when the market certainly seems to need Sequent, we need you.

For those with a particular flair for new business and the management of a high level sales process, we offer the task of identifying and developing large accounts. As you might expect, the rewards and prospects will reflect both the calibre of the people we expect to recruit and the

needs of an organisation continuing a prolonged growth phase.

Certainly, natural over achievers will find earnings well in excess of industry norms a reality. In all cases the excellent benefits package will include fully expensed car and stock options.

To apply, you will need at least 5 years' over achieving minicomputer sales experience and specific exposure to open systems will obviously give you an edge.

Send your CV to Christine Gladen at Sequent Computer Systems Ltd, Weybridge Business Park, Addlestone Road, Weybridge, Surrey KT15 2UF. Fax 0932 859220.



SEQUENT

DIRECTORS

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Europe's leading outplacement and career management consultancy. InterExec has over 15 years' experience of managing career change for senior executives and many of Britain's largest companies.

By accessing over 6,000 unadvertised vacancies a year, mostly at £40-150,000 p.a. InterExec provides clients with vital market intelligence AND its subsidiary, InterMex, makes recommendations from its candidate bank without charge. For further information call Keith Mitchell on 071-930 5041.

INTEREXEC PLC Landseer House, 19 Charing Cross Road, London WC2H 0ES.

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SALES CAREERS FOR YOUNG PEOPLE WITH POTENTIAL / £16-22K + CAR

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Master Foods

Pedigree Petfoods

Mars Confectionery, Master Foods, Pedigree Petfoods: three established international market-leaders sharing one exciting business vision. With top brands, high-level investment and sustained commitment to ongoing personal development, the global Mars organisation is the place to be for young sales professionals. Together, we can offer you some of the most challenging sales opportunities in the UK. That's why, if you're looking for real career progress, our proposition is the one you should be thinking about.

We're looking for young, high-calibre, results-driven individuals to work as part of our sales teams. Whichever company you join, your objective will be to maximise the performance of major brands; your strategy will be to foster mutually beneficial working relationships with key customers - and to ensure that our brands enjoy the highest possible profile wherever they are sold.

Qualified to degree or good A-level standard, you must have undergone structured professional training in a blue-chip environment.

Even though you're still within the first three years of your career, you must be able to demonstrate a record of achievement, and already have made an impact on your business. This means your commercial effectiveness must be backed by proven influencing skills and intellectual power.

Prove your worth to us, and we'll offer you a starting salary within the range indicated plus a valuable package of non-contributory benefits including a choice of car, pension, life assurance and health care schemes. Opportunities currently exist in Scotland; the North East; the North West; the Midlands; London/the South East. You must be prepared to move in order to take full advantage of the unrivalled personal development prospects.

We only recruit the best. If you're confident that you can give us food for thought, telephone our consultants on 0628 891289 as soon as possible during normal weekday business hours.

All Mars companies are equal-opportunity employers.

HUMAN RESOURCES OFFICER

Merseyside c £23,000 + BUPA

News International Newspapers Ltd are the publishers of The Times, The Sunday Times, The Sun, The News Of The World and Today and are part of the worldwide media group The News Corporation. To help consolidate our position as market leaders, we are committed to a programme of organisational development, involving initiatives in management training, employee relations and communications.

Our Knowsley production plant has approximately 400 employees and currently has a vacancy for a Human Resources Officer.

We are now seeking an accomplished and enthusiastic Human Resources individual to perform a key role in a small team. Reporting to the Human Resources Manager you will be engaged in providing a front line personnel service to all departments. There is, therefore, a requirement to work afternoons, evenings and Saturdays.

Dealing with people at all levels you should have excellent communication skills and the confidence and maturity to work on your own initiative.

Training and Development is a prime focus for this role, therefore excellent presentation skills and experience as a stand-up Trainer are a must.

Ideally you will be IPM qualified and/or educated to HND/Degree level with a minimum of 3 years experience covering all areas of personnel and training.

In return we offer a competitive salary and benefits package, including 4 weeks holidays and private health insurance.

Applicants are invited to submit a detailed Curriculum Vitae to Mrs Susan Yell, Human Resources Manager, News International Newspapers Ltd, Kitting Road, Prescot, Merseyside L34 8HN.

in association with the

The Role & Development of the Recruitment Industry in the 1990s

October 8th 1992

• **Alliances & Partnerships** - widely viewed as one of the keys to business growth in the recruitment market of the 1990s - what are the key principles involved in forming and successfully managing them and what new powers can they give to corporate and professional recruiters?

• **New Technologies** - Videophones & low cost videoconferencing will be here in less than 12 months - how can they be used to differentiate your business and what impact will they have on the recruitment process and cost structure?

• **Facilities Management** - contract and interim management recruiters are ideally placed to 'Network Manage' the growing pool of self-employed professionals - this is 'Big Business' but is it right for your organisation and what will it take to become a significant player?

• **European Recruitment Legislation** - the UK has one of the most liberal sets of codes in Europe - should we push to have our practices adopted across the EC and what commercial advantages would we gain?

High value, practical advice and information on these and many other vital issues will be delivered by leading individuals working in business, government, management consulting and the recruitment industry itself - if you're serious about success in the 1990s you need to be there.

Speakers include: Executive and Sector Management from the Confederation of British Industry, The Institute of Manpower Studies, NB Selection, Menon Associates, Reed Personnel plc, BNFL Enterprise Ltd, British Telecom, Naturo Nathanson, P.E. International plc, IBM UK Ltd, Business Strategies UK Ltd; The Department of Employment; Chairman - Richard Pearson - Director of the Institute of Manpower Studies; Keynote Speaker - Dr Jordan Lewis - the world's leading consultant on Strategic Alliances.

The conference will be held at The CBI, 108 New Oxford Street, London WC1A. For credit card bookings and a full conference agenda, please contact Karen Trevett, Conference Administrator, CBI Conferences at the above address, Tel: 071-579 7400 Fax: 071-497 3646.

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Headway is the UK's only not-for-profit organisation specialising in headway

Director of Information Systems

Darlington - up to £46,000

The Department for Education is an extensive user of Information Technology, with major offices in London and Darlington and a sophisticated network linking the two.

We now require an accomplished IT professional to manage our Information Systems Branch and to take full responsibility for the quality and strategic development of our computer resources.

The position will entail the leadership of over 200 specialists and others, engaged in all aspects of IT and the control of an annual budget currently valued at approximately £10 million. You would be required to operate at the most senior levels to help identify information needs and to implement appropriate, cost effective solutions.

To be considered you should have a proven record of success in strategic IT management, together with a thorough understanding of computer applications and ideally the public sector. Essential will be first class project and people management skills, a strong financial perspective and the ability to form effective working relationships with end users.

Initially the appointment, which will be based in Darlington, will be for a period of three years, with the possibility of extension to five years or beyond. Starting salary will be within the range of £34,667 to £39,402 with the opportunity of earning performance pay thereafter up to a maximum of £46,122. Pay scales and performance pay arrangements are currently under review. More may be available for special qualifications or experience. Relocation assistance may be given where appropriate.

For further details and an application form (to be returned by 25th September 1992), write to Recruitment & Assessment Services, Alencon Link, Basingstoke, Hants RG21 1JB or telephone Basingstoke (0256) 468551. Fax No (0256) 846660. Please quote ref: B/1728.

The DFE is an equal opportunity employer.

SCHOOL OF EDUCATION

Holistic Systems Ltd

International software house, Holistic Systems, after five successful years is continuing to expand in all areas. We believe this is because of an increasing recognition that the architecture of Holos, which combines the traditionally separate areas of Executive Information and Decision Support into one seamless product, more closely meets the information systems requirements of the organisations of tomorrow. Holos combines ease of use, presentation quality EIS, comprehensive DSS capability and the use of intelligent access techniques to disparate data sources. Holos is already a market leader, installed in many large corporations providing real business benefit. We are seeking the following individuals:

Senior Consultant

As a member of our consultancy services function, you will prepare feasibility studies and user requirements, based on in-depth analyses of our customers' business strategies. This will involve you in extensive liaison with executive level management.

Probably around 30, you should offer a first class background in corporate business analysis and business modelling. You are likely to have gained experience in a management accounting/strategic planning role or as a management consultant within a major consultancy firm. A working knowledge of a European language would be highly advantageous. Please apply in writing only to Graham Bird at the address below.

New Business Sales Executive

At present we have a very strong team of experienced, successful salespeople selling to a mixture of markets in the UK. If you think you have the right qualities of assertiveness, friendliness and professionalism to succeed in the team, please apply in writing only to Sue Lethbridge at the address below.

Salaries are competitive and include car and other benefits

Holistic Systems Ltd
Park House 111 Uxbridge Road
Ealing London W5 5TE
(NO AGENCIES PLEASE)

BINGO CONTROLLER
£40,000 + BONUS + CAR

We are one of the country's largest independent leisure operators and wish to appoint a Senior Operations Manager as our Bingo Controller. Based in Tyne and Wear you will supervise and control the Group's bingo interests concentrated in the North East.

You will be self-motivated with a proven results-orientated record in the industry and a hands-on management approach. In return, we offer a highly attractive salary and benefits package combined with a positive and stimulating working environment.

Please apply in writing, giving full career details to: Mr. I. Iuric, Managing Director.

17a Saltmeadow Road, Gateshead,
Tyne and Wear, NE8 5AH.

Manufacturing Director
Plastics Moulding

North West

to £50,000

Our client, a profitable and expanding major UK group seeks a high calibre Manufacturing Director to control one of its main manufacturing operations which has been the subject of a multi-million pound investment programme.

Applicants 35+ will be graduates in mechanical or chemical engineering and should be able to demonstrate several years successful experience in a plastics moulding environment at a senior management level. Personal traits should include strong leadership and organisational skills together with high calibre engineering ability to ensure efficient business performance in terms of output, cost control and quality to maximise performance and competitiveness in a fast expanding organization.

Salary package is negotiable but there is flexibility for an outstanding candidate together with bonus potential and prestige car, free health, pension and life assurance schemes. Please send full personal and career details in confidence to ref: HB247.

Austin Knight Ltd.

Ship Canal House, 98 King Street, Manchester M2 4WD.

Replies will be forwarded to our client unopened.

INSTITUTE OF LOGISTICS & DISTRIBUTION MANAGEMENT
DIRECTOR-GENERAL

The ILDM is the professional management association providing services and support to logistics and supply chain managers.

A new Director General is being sought to replace Raymond Hersey when he retires in 1993.

The Institute is a registered Charity, it has been established for eleven years and has a membership of 10,000. The Institute not only provides services to its members but also prepares conferences and seminars, publishes books and learned papers and has an active education and training programme. Although primarily a UK Institute, the ILDM is active in continental Europe and presents itself as an enthusiastic centre of expertise on logistics matters worldwide.

Responsible to a nationally elected Committee and Council, the Director General has significant autonomy as the professional implementer of Council policies and is the full time Chief Executive of the operation. He is responsible for managing all the affairs of the Institute and for the appointment of members of staff.

The Director General is appointed for a five year term. The Institute, which is based in Croydon, offers an attractive salary with pension, car and additional benefits.

For further information and an application form, please write to:
Secretary (TTS)
ILDM
Dulwich House, Queen Square, CROYDON, Surrey CR0 1PL.
who will send you an application form together with full details of the position.

071-481 4481

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

OCCAM
SOLUTIONS
LIMITED**OSL**NATIONAL SALES MANAGER
UNIX SOFTWARE PRODUCTS
BASED IN THE WEST MIDLANDS
BASIC TO #25K. OTE TO #50K. CAR

OSL is a new software company formed from the amalgamation of the IT department of a major UK manufacturing company and an existing software company. The company has an extensive range of manufacturing, financial and local government systems, as well as a comprehensive set of Unix based systems and communication software.

Following the successful launch of our Unix based products we need a Sales Manager to develop and implement a sales and marketing campaign for the Unix based system and communication range of products. These include menu, batch and print spooler systems, as well as fax, telex and X25 communication software.

Specific product knowledge is not necessarily the primary selection criteria, though a technical bias is important. Knowledge of Unix is essential, together with a proven track record in new business sales. Candidates with the potential to grow into the job would be considered.

For further information please contact Paul Chester on 0584 871491, or send your CV to: Occam Solutions Limited, Chapel Works, Old Street, Ludlow, Shropshire, SY8 1NR.

DATA CENTRE MANAGER
(designate)

c.£45,000 initially + financial services benefits

Our client, one of the UK's larger financial plc's, is expanding, lively and dynamic. They have a massive ongoing investment in IS and IT, and their superb Data Centre and UK and international communications network provides service to both themselves and associated companies. However, they are convinced that quality and service can be further improved, while at the same time costs can be substantially reduced. They therefore seek an exceptional individual who will initially hold a newly created No.2 role, working with the existing manager before taking over the top position.

Ideally in your 30's or early 40's, you must be able to demonstrate outstanding success in the effective management of operations, communications and technical development functions within a large IBM installation. You must also have managed in excess of 100 staff and possess exceptional drive, energy, tact and vision.

If you are truly excited by this challenge, honestly feel you match our requirements, and would enjoy being based in an attractive location out of London with outstanding working conditions and staff benefits, please send your cv, plus current salary and details of size of teams managed to Clive Williamson at the address below.

Barry Latchford Associates
Executive Resourcing
10 Sedley Place, Mayfair, London W1R 1HG
Telephone 071-629 7594 Fax 071-495 1153

Regional Sales Manager

- FACTORING/INVOICE DISCOUNTING PRODUCTS
- CITY/FELTHAM BASED
- EXCELLENT SALARY, BONUS, BANK BENEFITS + CAR

Lombard NatWest

Successful and ambitious? With around five years' experience in selling/negotiating for a major player you are ready for management. Your results are consistently high; you are confident with big ticket discounting deals. Business introducers acknowledge your expertise, ability and professional service. With a strong drive for business development you have actively and successfully pursued new opportunities beyond traditional sources. You know that Sales Management is the logical next step.

Lombard NatWest has significant growth potential. The market share of NatWest offers huge development possibilities as businesses recover from recession. Other sources need equal focus and attention. This senior post has a key role to play in the delivery of stretching Corporate objectives.

Applicants, aged 30 plus, should be educated to degree level (or equivalent) as this high profile job requires:

- Strong man-management, leadership and inter-personal skills.
- A high level of credit analysis ability within the factoring/discounting market.

- The ability to establish effective relationships quickly with key business introducers.

Reporting to the Director, Sales & Marketing, the Regional Sales Manager will build and develop a team of Managers responsible for generating new business, both in the City of London and South of England. He/she will handle major transactions personally and lead the development activity within NatWest Bank and the professional sector.

The rewards will be substantial for the successful, high calibre candidate. An attractive relocation package is available where appropriate.

Applicants should write in confidence with full career details. Alternatively, telephone directly for an informal discussion with:

Paul R. Gee, Director, Sales & Marketing
Lombard NatWest Commercial Services Ltd
Smith House, P.O. Box 50, Elmwood Avenue
Feltham, Middlesex TW13 7QD
Tel: 081-895 7538

Lombard NatWest is an equal opportunities employer
A Member of the National Westminster Bank Group

Ingres

£30K Base £75-£80K OTE

Do you shine above your peers? If so, why not seize this opportunity to join a constellation of like-minded Sales and Support professionals in an environment that recognises people as its most vital and valuable asset?

75% of the above employees attended achievement's trips this year after attainment of 100% plus revenue and objective goals adding up to a third successive year of 30% plus growth and increased market share for Ingres UK Ltd.

The product set on offer is so advanced that it stimulated a pre-eminent IT Research Authority to declare "The level of sophistication" of two cornerstone products as: "Virtually Unrivalled" and "Ahead of the competition in Unix".

Infinite possibilities exist in the following sales areas:

FINANCIAL VARS - LONDON
To expand Ingres' VAR and systems integrator client base in the financial services sector.

INSURANCE - LONDON

GENERAL FINANCE - LONDON

CENTRAL GOVT/UTILITIES - WINNERSH

GENERAL COMMERCIAL - MANCHESTER

THE
WORLD'S BEST
DATABASE
IS LOOKING
FOR MORE
STARS

ACCOUNT/BRANCH MANAGER - SCOTLAND

To establish a Scottish office and develop the existing account base there. Previous management and/or start-up experience in Scotland is mandatory.

To qualify for all of the above positions, you will be A proven NEW BUSINESS Sales Professional with at least 3 consecutive years on quota c £1m performance, and the very strongest inter-personal skills and contacts. You will be an *au fait* with RDBMS/4GL products positioning and markets.

PRE-SALES SUPPORT REPRESENTATIVES

With good RDBMS and UNIX skills are required to support all four of the above vertical areas.

Take up this opportunity to shine in a company that outshines competitors, and you can look forward to joining a winning team within a people-driven organisation.

Write or fax a resumé ASAP to NICOLA HODGES, retained Consultant, on the address/fax below. First interviews will take place with her in either Manchester or London.

All agencies please liaise through Pro-Fit.

Pro-Fit Computer Recruitment
Glen House,
200-208 Tottenham Court Road,
London, W1P 9LA
Tel: 071-323 4770
Fax: 071-637 1818

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INTERNATIONAL PLC

PROFESSIONAL TRAINING

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LEADING PRODUCTS

B.S.5750 SUPPORT

PORTLAND
Executive Search and Selection Ltd

Our client is one of the largest suppliers of business communications products in the UK. They require articulate and numerate sales personnel, educated to a minimum of A level standard, preferably graduates across the UK. You will display determination, commitment and have presence to communicate at the highest levels.

You will already have 2 years experience in sales/marketing and be looking to develop further. You will be given a 12 week sales and product training programme on full salary to maximise your talents.

In the first instance please contact us by phone on (0925) 771155 for more information. Or, alternatively, fax your cv and application in confidence on (0925) 771417.

6-11 Penn Place, Northway, Rickmansworth, Herts, WD3 1RE.



EUROPEAN INVESTMENT BANK

The EIB, the financial institution of the European Community, is currently seeking for appointment to its Technical Advisory Service in Luxembourg a:

Project Engineer (m/f)
(age 35-40 years)

To carry out the technical and economic evaluation of oil and gas projects submitted to the Bank for financing. These projects will be located both within and outside the European Community and will belong to the petroleum sector in its broadest sense, i.e. onshore and offshore, development, production and transmission.

Qualifications: university degree in engineering, with management and economics studies and experience desirable.

Experience: at least 12 years in the petroleum sector. The successful candidate, who will probably have worked for an international oil company or a consultant company, will be expected to have had experience in different functions, such as: project engineering, including reservoir evaluation; technical/economical evaluation of investment projects; project management and implementation; production; environmental planning and control; international petroleum markets.

Languages: fluency in either English or French, and good knowledge of the other language. A working language of a third community language would be an asset.

The EIB offers very attractive terms of employment, a generous salary and a comprehensive welfare scheme. It is an equal opportunities employer.

Applicants, who must be nationals of an EEC member country, are invited to send a detailed curriculum vitae, together with a photograph to:

EUROPEAN INVESTMENT BANK
Personnel Department (Recruitment) (Ref.: CT 9250)
100, boulevard Konrad Adenauer
L-2950 LUXEMBOURG. FAX: 4379 3356.

Applications will be treated in strictest confidence.

Commercial Director
Multi-Site Distributor Building Materials

To £70,000 + Substantial Bonus

Inventory management and efficient/responsive distribution; Information Technology: ensuring that a business-led approach to the development of the recently installed MIS network is achieved through the utilisation of this powerful management tool.

Probably aged 35-45, candidates must be able to demonstrate significant achievement within a fast-moving, multi-site environment. A functional bias of marketing/complemented by sound IT experience is essential. Personal qualities will include first class leadership and communication skills, vision, determination and considerable business acumen.

The comprehensive benefit package will reflect the importance of this position and will not be a limiting factor. Career development prospects within this progressive group are excellent.

Interested applicants should write, enclosing a detailed CV, to James Hyde at the address below, quoting reference number 137.

**ST. JAMES
ASSOCIATES**

MANAGEMENT SELECTION

32 OLD BURLINGTON STREET, LONDON W1X 1LB FAX: 071-287 2821. TELEPHONE: 071-287 2820.

A GER Group Company

Business
Development
Manager

CONTRACT DISTRIBUTION

NEGOTIABLE
PACKAGE

NORTH/WEST

A combination of price, service and professionalism is the reason for the considerable success over the last two years of this national distribution company. To this should be added quality and a commitment to developing people - 500 employed at 13 depots.

This new position will augment the senior management team, allowing it to expand its market penetration at all levels, but particularly at its shared use warehouses. The role is to identify opportunities, present the services, negotiate the contract, be it vehicle and driver operation and/or warehousing, and work with operational management on subsequent integration.

A successful career in third party distribution is essential, and applicants must be accustomed to operating and negotiating at a senior level. They will be numerate, have a good systems background, and be possessed of excellent presentation skills.

The remuneration package is totally negotiable dependent on experience, but a base salary in excess of £30,000 is anticipated and a generous profit sharing scheme will significantly enhance earnings. The position could lead to a board appointment.

Candidates should send a comprehensive cv or telephone for an application form to Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 061-839 2000, Fax: 061-839 0064, quoting reference (S.T.7124).

Howgate Sable

SEARCH AND SELECTION: EXECUTIVES AND INDEPENDENT DIRECTORS

FOUNDER MEMBER

071-481 4481

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

2

THE DALSTON CITY PARTNERSHIP



INTO THE 21ST CENTURY

London Borough of Hackney & Partners

Chief Executive
circa £55,000 · Car · Benefits

We are determined that our success in securing Government backing under City Challenge will give us the start we need to take full advantage of the exciting opportunities which exist in Dalston.

We are Dalston City Partnership, an independent company representing the public and private sectors, and the local community in Dalston. We aim to attract investment of nearly £200m in Dalston so that our vision becomes a reality.

Dalston is a part of Hackney, bordering on the City of London, and has tremendous untapped resources - land with real development opportunity and people with skills, energy and business ideas.

We need a Chief Executive who will use the investment wisely to unlock this potential; who can persuade Government and secure private investment; who can not just operate comfortably with the large bodies, but win the confidence of a local community whose quality of life we are looking

to improve; above all someone who has the drive and determination to deliver our strategy by realising the potential of the area in terms of jobs, homes, retail and other business developments.

Public or private sector experience is equally valuable, but we will want to see evidence of real achievement and success. This is a five year fixed term contract.

For further information please contact John Smith, Succession Planning Associates, 26 Chapter Street, London SW1P 4ND. Tel: 071-630 8080, Fax: 071-834 9643.

We are an equal opportunities employer. All applications will be treated on merit. Closing date: Friday 9th October 1992.

SPA
SUCCESION
PLANNING
ASSOCIATES



HACKNEY 2000

Sales Director
Life & Pensions Direct Sales

New Position
Bristol

Our Client is a small, successful Company with a leading share in its niche market and a well-established national direct sales team. It seeks an experienced, energetic Sales Director to grow and develop the team for its new parent - a pre-eminent UK Mutual Insurance Company - to enter the direct sales arena with its own market-leading products.

Aged up to 45, you'll already have a demonstrably successful record in direct sales management in the industry for both corporate and personal product lines. A confident, goal-centred, tenacious motivator and communicator, you'll enjoy both strategic sales planning and visibly 'turning with the troops' to get results. You'll also be an adept instigator and implementer of change, based on incisive product appreciation, commercial flair and a thorough knowledge of the legislative and compliance framework governing your activities.

LICHTIN
Associates

c £50,000 Plus Top
Financial Sector Benefits

This exciting position represents, as part of a new management team, a unique opportunity to lead substantial growth with the total support and commitment of a major financial institution whose funds under management exceed £5 billion.

Rewards will include participation in the successful capital growth of the organisation as well as substantial performance-related incentives, car, mortgage scheme and free pension, life, PPI and medical insurances. Relocation assistance is also available.

You are asked to write initially to myself as Selection Adviser to the Company, quoting reference number 9220. Your application will be treated in complete confidence.

Paul Lichtin, Managing Director
Lichtin Associates Ltd.
Margaret House,
67 Shooters Hill Road,
Blackheath, London SE3 7HS.

MEDWAY HEALTH AUTHORITY
(MEDWAY & SWALE HEALTH CARE TRUST)

DIRECTOR OF
BUSINESS DEVELOPMENT

Reward
package to
the value of
between
£40,000-£45,000

This is an exciting period for the development of Health Services in Medway and Swale. In the near future we expect to become an NHS Trust and this will have far-reaching implications for the range and quality of services which we provide. The new position of Director of Business Development will play a leading role ensuring that the Trust promotes and delivers "tomorrow's" Health Service. The role is high profile and the brief will be to ensure that the Trust interprets the needs of General Practitioners and health care commissioners and that these needs are reflected in the range and quality of services which the Trust provides for all its patients and clients.

The role will require on-going detailed knowledge of the NHS market through the ability to develop and maintain effective dialogue with managers and clinicians responsible for planning and delivering health care in South East England.

Experience within the NHS is desirable but not essential. More important would be a successful track record in marketing, business planning, leadership and the possession of effective communication skills. The successful applicant is likely to possess an appropriate post-graduate qualification.

If you would like to know more about the post and whether it would suit your career ambitions then contact Mr. K. Reeske, District General Manager on (0634) 830000 ext. 3120. For an application pack please contact the District Personnel Department on (0634) 830000 ext. 3194 or write to Medway Hospital, Windmill Road, Gillingham, Kent.

Closing date: 3rd October, 1992.

Medway Health Authority

EXECUTIVE SEARCH RESEARCH

Heidrick & Struggles are one of the world's premier board level Executive Search companies. We are currently looking for high calibre research professionals to contribute to the search process. We offer excellent career prospects but in return need candidates who are:

- Bright, creative and with a good degree
- Self-motivated, mature in outlook, with the confidence and polish required to operate at senior levels within international business
- Fluent in a second European language
- Resilient, with a sense of humour, coupled with tenacity and a strong problem solving ability

Aged between 27 and 35, with a successful career track record to date, you will have an understanding of core business activities and organisation structures. Of equal importance will be your hunger for success and ability to thrive on hard work.

Should you match these requirements and be interested in pursuing a career with Heidrick & Struggles, please write to:

Peter Breen, Managing Partner,
Heidrick & Struggles International Inc.,
100 Piccadilly,
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The successful candidate will enjoy the stimulus and pressure inherent in a fast moving commercial environment, as well as an attractive package and the benefits and opportunities afforded from being part of, arguably, the biggest communications corporation in the world.

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Closing date for applications: 28th September 1992.



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Of degree calibre, you must be an experienced marketeer, ideally in an engineering or other technically related environment and have the depth of commercial acumen to make a major contribution to this highly successful organisation. Excellent presentation and communication skills are essential, as is an analytical and self-motivated approach. European contacts, including funding sources, and linguistic ability are particularly desirable.

The salary package reflects the importance of this key, senior role.

Please write in the strictest of confidence, enclosing a full CV to: The Personnel Manager, Southern Projects Ltd., Southern House, Yeoman Road, Worthing, West Sussex BN13 5NU.

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Concurrently, you will head a complex and dynamic organisation (current budget c.£17 million annually) which faces a number of key strategic issues. These include the relocation of headquarters divisions from London to Southampton (scheduled for May 1993) and the possible change to Executive Agency status, which is now under consideration. Should this transition take



Please quote ref: B/1732 - The Department of Transport

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THE DEPARTMENT
OF TRANSPORT

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Our client is a well established company specialising in the field of Secure IT Systems. It has an outstanding reputation for providing expert advice and advanced technical solutions to solve its customers' security requirements. Due to continued success in the Government and Defence Sectors the company has a need for a further two information systems consultants who have specialist skills in computer/communications security.

Working in a team of recognised specialists, you will have a very wide ranging remit. This will involve you in both pre and post sales activity, together with the full project life cycle. Consequently you will play an active role in business development, feasibility studies, requirements analysis, system design and evaluation.

You will have a proven track record of success within the government/defence sector and will therefore possess a sound understanding of government security standards and policies. Ideally with a background in software development, you will have at least 3 years' experience of IT security gained within consultancy, development or evaluation. You should also possess a sound understanding of structured software development, RDBMS or Open Systems. Knowledge of CRAMM would be equally desirable.

For self motivated and ambitious individuals, this is an excellent opportunity to carve out a challenging career with great variety and scope, offering a personal development path and a competitive remuneration and benefits package.

To apply please forward your cv, quoting ref. MD3065, to Steve O'Brien at Macmillan Davies, Bluecoats, Salisbury House, Hertford, Herts SG14 1PU. Agencies wishing to submit candidates should liaise with Macmillan Davies.

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Ability is more important than experience in the industry sector. Even so it is likely that you will have a background in manufacturing industry with products sold through wholesale and retail outlets in which relationship selling features prominently. You are likely to have a degree, formal business training and senior experience in both marketing and sales management including managing, developing and negotiating major accounts. With the MD you will have the vision, flair and judgement to develop business strategy; the quality of customer relationships is highly prized as well as the ability to lead a sales and marketing team of fifteen people; the company is an important part of the local community and the corporate culture reflects these values.

This is a Board position which is reflected in a total package exceeding £50K which includes a prestige car, contributory pension scheme, profit related bonus, private health care and five weeks' holiday. Relocation assistance is also available.

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The entire organisation is focused on delivering 'Customer Satisfaction' as opposed to 'car hire'. It has a strong culture that is epitomised by the caring commitment to its employees and a

dedication to Total Quality Management principles. Customers range from major multinationals, travel agents, airlines and breakdown companies to independent rental customers.

The wide diversity of our market, fast moving business and a commitment to grow and develop its people, makes Avis a dynamic and rewarding environment in which to work.

Trade Sector
ManagerUK Field Sales
Manager

Your Role

- Reporting to the General Sales Manager, you will have full responsibility for all existing major corporate accounts and will head an aggressive business expansion programme. This sector constitutes the largest market segment.
- Strongly commercial and customer focused with an emphasis on building long term customer relationships & responsive and reliable account support.
- Giving strong leadership to a team of national account managers and executives.
- Contributing to the sales strategy and liaising closely with operations and Head Office

- Reporting to the General Sales Manager, you will have full responsibility for all existing major corporate accounts and will head an aggressive business expansion programme. This sector constitutes the largest market segment.
- Strongly commercial and customer focused with an emphasis on building long term customer relationships & responsive and reliable account support.
- Giving strong leadership to a team of national account managers and executives.
- Contributing to the sales strategy and liaising closely with operations and Head Office

Your Skills

- An outstanding sales manager with proven strengths in man management skills.
- A successful career in leading a geographically dispersed sales team, selling a quality high value product or service.
- Of graduate calibre or equivalent and trained in a progressive and professional sales management environment with the potential to develop.
- Results orientated, energetic and committed to quality principles.

Your Skills

- A high calibre sales manager with considerable experience in negotiating and maintaining high value national accounts.
- Capable of leading, motivating and developing a highly professional team.
- You will have a well developed commercial acumen with excellent communication skills. Of graduate calibre or equivalent with the potential to develop.
- Displaying a natural empathy to quality principles and customer orientation.



If you're serious about joining a company that meets the standards and has the goals we've described, please send a copy of your C.V. with a covering letter that outlines the qualities and experience that you believe make you a prime candidate for one of these roles, including compensation details, to Catherine Bird, UK Personnel Manager, Avis Rent A Car Limited, Trident House, Station Road, Hayes, Middlesex UB3 4DJ.

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A highly attractive opportunity to join the board of this £25 million plc. A manufacturer of specialist fabrics, the company is a UK market leader and award-winning exporter. This significant new appointment arises from a thorough review of all activities that is being undertaken to ensure international competitiveness is sustained.

Your major contribution to the business will be to develop and implement the manufacturing strategy. You will manage changes in organisation, methods and structure whilst ensuring tight control of costs, the effective use of MIS and the development of a customer focused culture. You will be responsible for a workforce of some 550 in the manufacturing, planning, purchasing, technical and quality functions.

Ideally a graduate and aged 35-45, your experience will have been gained in companies renowned for

manufacturing excellence, supplying highly demanding customers using modern manufacturing philosophies. An experienced negotiator and innovator, your track record must indicate proven success in effecting rapid manufacturing change. The remuneration package will include a generous performance-related bonus and share options.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to Peter Jones, Coopers & Lybrand Executive Resourcing Ltd, Abacus Court, 6 Minshull Street, Manchester M3 2LF quoting reference P239 on both envelope and letter.

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W/COUNTRY

As part of a European multi-national Company, this is an exciting and demanding opportunity to run the successful UK subsidiary. With a turnover of £3 million and an increase in market share in the last two years, the Company markets and sells industrial consumer products directly to a prestigious and wide customer-base, and via distributor networks.

Reporting to the Group Board, the Managing Director will have full autonomy for the UK Company. The development and implementation of a business growth strategy are key objectives for the forthcoming decade.

With a Sales/Marketing background, candidates are likely to be aged 35-45 and will be of graduate status. Detailed knowledge of the industrial market-place and distributor networks is essential. Technical and engineering knowledge would also be a distinct advantage.

The personal qualities demanded include a strong commercial outlook that is conducive to a small, involved business unit, coupled with the ability to successfully implement a growth policy.

In return, the Company offers a rewarding career as part of a major worldwide market-leader.

Candidates should send a comprehensive c.v. or telephone for an application form to Huwgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 061-839 2000. Fax: 061-839 0064, quoting reference (TS720).

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SEARCH AND SELECTION: EXECUTIVES AND INDEPENDENT DIRECTORS

FOUNDER MEMBER



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Project Manager

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(10% OF ANNUAL SALARY)*with creative vision and the ability
to deliver*

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Heading up a diverse project group, you will have the outstanding interpersonal and presentation skills to make an important contribution which will be highly valued.

Perhaps you have a private or public sector background, but most importantly we are looking for your project management expertise.

In return, you will have a dedicated team of four working for you and full support from us and your commitment towards equal opportunities will reflect that of the Councils.

If this sounds like the opportunity for you, please contact Cynthia Elliott on 081-985 3577 for an application form and information pack or write to her at the Recruitment Office, Town Hall, Mare Street, London E8 1EA.

Closing date 25.9.92.

Interview date week commencing 12.10.92.

Shortlisting date week commencing 28.9.92.

Please quote reference AU194/88

All applications for jobs are considered on merit, with equal opportunities for women, black and ethnic minorities, lesbians and gay men and people with disabilities. Job share applicants are welcomed with or without a partner.

Manager - Scotland

£30,000 plus car • Glasgow

British Waterways is a pathologised body with the remit to manage and develop Britain's outstanding heritage of canals and related properties. Scotland, with 142 canal miles of natural and historical interest covers waterways from urban to Highland, and incorporates both leisure and commercial users.

Your day to day remit will be the management of 120 staff and all contracted-out services. This primarily involves facility development and improved utilisation, usually in conjunction with users, statutory bodies and local organisations. However, a key requirement of the role will be to promote and market the Scottish waterways to potential users, and to communicate with funding bodies and representatives from the media, local authorities and government.



Townsend Knight
Selection • Search • Assessment • Development

Degree educated, with a professional qualification, you will have had substantial experience of commercial management, ideally within a service industry. Familiarity with PR and Marketing is essential, and exposure to fundraising from public and private sources is very desirable.

In addition to the salary quoted the position attracts a company car, an excellent benefits package and relocation where appropriate.

Please send a full CV and salary details to Jim Bennett, Consultant, Townsend Knight Consulting Limited, Royal Exchange House, 100 Queen Street, Glasgow G1 3DL. If you require more information please telephone 041 226 4242 (office hours) or 03552 23889 (evenings/weekends 7pm - 9pm). Please quote reference number QS 598.

EUROPEAN AFFAIRS OFFICER

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London

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This high-profile position will bring you the chance to make a real contribution towards the development of the NRA's strategies and policies. At the same time, you will play a major part in providing intelligence on EC policy and initiatives within the NRA's issuing regular information bulletins, contributing to reports and making presentations to senior management.

to £28,600

Ideally a graduate in political science, law, history or environmental science, you must have good language skills (preferably French & German), along with three years' experience in external affairs/public relations. Several years' exposure to the operations of a major EC institution will also be a distinct advantage. You will also need excellent communication and analytical skills, along with the proven ability to develop an extensive network of contacts within complex organisations.

In return we offer a range of benefits that include contributory pension scheme, relocation assistance if applicable, generous holiday entitlement and discounted medical insurance. The salary includes London Weighting.

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As Managing Director you will have complete responsibility for the start up and overall operation of the company. Starting with finding the right location, securing the necessary equipment, hiring qualified staff and achieving budgeted goals.

Aged 35-45, with a degree or equivalent in Mechanical Engineering, you will need to have around 5 years' experience in all areas of a

precision engineering, with specific understanding of manufacturing metal parts from either tubing, wire or strip and preferably a working knowledge of sales, accounting and systems. Several years experience in an independent profit centre is also essential.

Commercial and financially astute, you'll need to be highly self motivated, possess excellent interpersonal and leadership skills and be willing to travel. Previous international experience and a working knowledge of BS5750/ISO 9000 quality requirements would be preferred.

In return you can expect a wide range of benefits to match the seniority of this position.

Please write with full career and salary details to Jim Ranger, Ref. 30189, MSL Group Limited, 32 Aybrook Street, London W1M 3JL.

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Reporting to the Head of the Food and Drinks Sector, your prime task will be to build relationships with key corporates in the sector, and generate M&A opportunities for the Bank.

A graduate, aged in your mid-20s to mid-30s, you must have a good understanding of either the food or drinks sector. You may currently be working in finance, business development, strategic marketing or even be with a major accounting or strategy firm where you have developed excellent contacts within the food and drinks sector. Numerate and analytical, you must be energetic, self-motivated and possess excellent interpersonal skills.

Please write enclosing a full CV with remuneration details, quoting reference 574, to Mark Woodhouse, Whitehead Selection Ltd, 43 Welbeck Street, London W1M 7HF.

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BCA

MARKETING MANAGER

Excellent Salary

As the largest book club and music operation in the UK today, BCA is one of Britain's most successful direct marketing organisations. Since its foundation in 1966 the company has achieved an annual turnover in excess of £130 million and employs 1,000 people in London and Swindon.

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Candidates will be graduates with a minimum of five years' direct marketing experience, ideally combined with a background in a consumer marketing environment. Alternatively they may currently be working in a direct marketing agency, managing campaigns for major blue-chip clients. Whatever the background, they will need to demonstrate flair, imagination and creativity, an ability to interpret detailed marketing analysis and information and have direct experience of managing a professional team. It is unlikely that anyone earning less than £35,000 per annum will have sufficient experience for this role.

In return, BCA is offering an executive package which includes a fully-expensed company car, profit and performance bonus scheme, an excellent pension scheme and private health insurance. Salary will be negotiable according to experience.

If you wish to be considered for this challenging opportunity, then please contact Russell White quoting reference RW865.

THE LLOYD GROUP

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Allied Dunbar Assurance plc is an Equal Opportunities employer.

Opportunities exist in the following locations:

Borehamwood, Central London, Crawley, Essex,

East Midlands, Birmingham, Oxfordshire,

Lancashire/Greater Manchester,

St Albans, Watford, Woking,

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071-481 4481

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

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With a generating capacity of 26,623 Megawatts, and an annual turnover of £4.7 billion, there are innumerable vital decisions to be made at National Power. The potential for increased efficiency and huge savings through scientifically based decision making should not be underestimated, and neither should the scope we'll bring to your career.

TRADING AND PLANNING GROUP to c. £30,000

Providing decision support technologies to improve National Power's energy trading potential, you'll work in a small team dedicated to developing methods and systems associated with electricity trading and business modelling. Together, you'll work closely with Pool Trading and Development, Corporate Planning and Sales and Marketing Departments.

The decision making tools you'll be developing and supporting must reflect the influences of economics and market behaviour, so your mathematical modelling experience should be balanced suitably. Equally, you must balance the need to deliver solutions to deadlines, with our constant requirement for inspired far-sighted ideas.

Effective in a team environment, you're organised, of graduate calibre, and computer literate. Some experience of computer modelling is important. There will be opportunity for career progression within a project environment. Ref: S518d.

BUSINESS OPTIMISATION GROUP to £35,000

Developing new techniques, particularly mathematical optimisation techniques, to assist commercial decision making in a complex, uncertain world, you will be involved in every stage from defining the project through to the preparation of software for the end users - our major decision makers.

Essentially there will be two types of project to challenge you. Those that are long term and strategic, calling upon your ability to generate strong imaginative ideas, and those that are customer driven requests for a specific problem solution.

Much of the time, you'll be working in small dedicated teams, so you must contribute well in this environment; sometimes as a project leader, sometimes as a supportive team member. A natural problem solver, you're capable of generating highly creative, effective solutions, and must have mathematical modelling experience. Your wide working knowledge must encompass stochastic techniques, and operational research experience is also vital. At degree level you achieved a 2:1 or better, and have probably undertaken post graduate studies. Ref: S519d.

In both these roles, your work can lead to progress on a truly major scale, so, as you would expect, benefits and career prospects are excellent. Where else will your abilities flourish to this extent? The decision is yours. Although you will initially be based in Leatherhead, we are relocating to purpose-built Headquarters in Swindon in 1993.

Please send your CV, quoting relevant reference and indicating current salary details to our Consultant, Chris Goodman at Austin Knight Recruitment, 11th Floor, Castlemead, Lower Castle Street, Bristol BS1 3AG. Alternatively telephone him on 0272 258821 (business hours) or 0926 613288 (evenings/weekends).



National Power

Managing Director
FMCG — London

Basic Salary c.£50,000
plus Executive package including profit/equity participation

As part of their diversification and expansion programme this independent company wishes to appoint a Managing Director to take total responsibility for its day to day trading activities.

Ideally around 40 years of age, and preferably educated to degree standard, the successful candidate must be able to demonstrate considerable career progression and senior management experience within the UK's "blue chip" grocery retail, wholesale or cash and carry sectors. They must have had operational experience in all aspects of store/depot operations, buying, pricing, cash flow management, recruitment and training and are likely to currently be responsible for the profit and operating performance of a significant "business unit" within one of the major grocery retail or distributive organisations.

This is a very profitable and well established business in highly competitive area and therefore the successful candidate must be able to formulate and implement operational improvements and business development programmes which will improve productivity, efficiency and profits. They must be financially literate, with an assertive "hands-on" management style and above all personally, managerially and commercially mature. The salary is negotiable and future prospects within this ambitious company are excellent.

Please apply in strictest confidence by sending a comprehensive CV to Cliff W. Dealey, Managing Director, James Allen & Associates Limited, Stanleigh House, Chapel Street, Donisthorpe, Swadlincote, Derbyshire DE12 7PS, or alternatively telephone 0530 273733 during office hours for a brief discussion regarding the appointment.

**THE OFFICE OF THE BANKING OMBUDSMAN**
ADMINISTRATION MANAGER

London to £45,000

The Banking Ombudsman Scheme covers most individuals who receive banking services within the UK. The Ombudsman can make binding awards of up to £100,000. Because the Scheme is seen as providing an attractive alternative to the courts, the volume of work is increasing. As a result, the Ombudsman wishes to expand the existing staff of 33 which includes 13 qualified lawyers.

Reporting to the Ombudsman, the new Administration Manager will be responsible for all "back office" functions, including staff management, budgetary control and all matters relating to office premises, equipment and systems. In particular, he/she will be expected to help operational staff to achieve greater efficiency and to assist the Ombudsman with the production of the Annual Report and with long term planning to improve the service provided by the Scheme.

Applicants, aged 40 to early 50's, must have proven and relevant managerial experience, gained in a hands-on environment, and should possess a sound understanding of computerised systems. A background as a professional partnership secretary would be helpful, but is not essential.

Please send your CV, together with details of current remuneration and a daytime telephone number, quoting reference 3264, to Graham Perkins, Touche Ross Executive Selection at the address below.

Touche Ross



MANAGEMENT CONSULTANTS

1st Floor, Hill House, 1 Little New Street, London EC4A 3TR Telephone 071 936 3000

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

香港地下鐵路公司
Mass Transit Railway Corporation

HONG KONG AIRPORT RAILWAY

PROJECT CONSTRUCTION MANAGER**Top international salary + substantial expatriate benefits**

This is the top construction appointment within the Hong Kong Airport Railway Project and is responsible direct to the Project Director for completion of construction of the Project safely, within programme and budget and to the required quality.

The Airport Railway is a major constituent of Hong Kong's Port and Airport Development Strategy - the largest construction project currently in the world. The 34km railway will serve the new airport at Chek Lap Kok which opens in 1997 and will comprise two very large underground stations and five other stations, a new cross-harbour immersed tube tunnel, major reclamation works, rock tunnels and large-scale property developments. The contracted construction works amount to a multibillion dollar programme over five years with a large project construction team, many of whom will be professionally qualified.

The project, the environment and the remuneration will attract world-class construction professionals of the very highest calibre. Candidates will be Chartered Engineers, with at least 20 years of major project construction experience; at least eight years must have been spent in senior line management positions responsible for completing substantial works to budget and programme. Multidisciplinary, multi-contrat project experience covering heavy civil, building and major E&M works is essential. Experience of working in Hong Kong and of railway construction would be advantageous.

The appointment will command a top international remuneration package including a highly competitive salary, generous provident fund, substantial housing allowances, annual leave passages and six weeks' leave. Salaries tax in Hong Kong is currently 15%.

To apply, please send a brief CV before the end of September, in confidence, to Mike Brown, Ref: 5716/MAB/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR.

PA Consulting Group

Creating Business Advantage

Executive Recruitment • Human Resource Consultancy • Advertising and Communications

IT MANAGER

CREATING THE FOUNDATIONS OF EFFECTIVE CUSTOMER SERVICE IN THE MOBILE COMMUNICATIONS INDUSTRY

Wiltshire
c.£40,000 + car

For forward-thinking mobile communications companies, the UK domestic market offers considerable potential. This company is well placed to offer the high levels of customer service that will be essential to success. Investment in information technology is a top priority, providing the foundation both for efficient billing systems and effective management information systems.

The company now seeks a senior IT professional to review and develop existing systems in preparation for the anticipated expansion of the customer base. Leading a strong team, you will create and implement an IT strategy to meet the needs of this rapidly evolving business.

To meet this challenge will require a rare combination of talents. You will need vision and

imagination to see where the company is going and to spot opportunities for IT to make a contribution. At the same time, you will need to be a hands-on manager, particularly in the early stages, able to lead individual projects and contribute to the team's technical know-how. Flexible and responsive, you will represent an IT team which can react rapidly to the varying demands of the business. In addition, you will be expected to inform and persuade senior managers of the potential of IT to transform the business, so you must be pro-active as well as reactive.

Possibly with a background in IT consultancy, you will have a broad and fully up-to-date knowledge of available technologies, methodologies and applications on which to draw. Expertise in billing systems would be particularly useful.

To apply, please send your CV to Stephanie Twigg, Ref: 5720/CST/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR.

PA Consulting Group

Creating Business Advantage

Executive Recruitment • Human Resource Consultancy • Advertising and Communications

SETTING NEW STANDARDS OF PROFESSIONALISM IN IT**North-west of England**
Package c.£40,000 + car

The flagship operating company of a large international plc, our client has a clearly focused commitment to achieving world leadership in its field. Key to this goal is the extensive use of leading edge technology and the provision of a comprehensive, business-related IT service.

To help spearhead these initiatives, this forward-looking organisation wishes to appoint IT professionals in the following key management roles.

Service Manager

In this newly-created, high-profile role, you will assume full responsibility for championing and establishing a service-oriented culture within the IT function. This will require a sound understanding of complex business processes and the technical implications of systems delivery. Your responsibilities will also include establishing Service Level Agreements, ensuring an end-to-end IT service in line with their provisions, developing an effective Service Desk facility, managing and driving problem and change management processes, and contributing to the overall management of the IT function.

With a successful track record in a similar role, ideally in an IT environment, your organisational, motivational and influencing skills will enable you to turn the service message into reality. Liaison with business management, technical management and suppliers will require a general business awareness, negotiation and communication skills, as well as extensive management experience. Ref: 5531/ZJ/ST.

Project Manager

In this demanding role, you will be responsible for delivering IT solutions that satisfy the business requirements of a large division of the company. More specifically, this will involve close liaison with business management to establish their requirements, advising on cost-effective solutions, planning, resourcing and co-ordinating large-scale complex projects, and ensuring delivery of systems conforming to corporate quality standards.

With 10 years' experience in IT management, including 3 years at a senior level, you will have a successful track record in the management of multiple development projects in a significant mainframe environment. In addition, your consultancy, strategic and analytical skills will give you the vision to understand the complexities of the business and to deliver the optimum IT solutions. Ref: 5532/ZJ/ST.

Both positions require results-oriented, energetic personalities, with the strategic ability to drive forward future developments.

Your commitment and hard work will be recognised by a comprehensive remuneration package including performance bonus. Longer term, there are excellent career prospects throughout the Group.

To apply, please send full career details, indicating current salary and quoting the relevant reference, to Zillah Jamieson, PA Consulting Group, Fountain Court, 68 Fountain Street, Manchester M2 2FE.

PA Consulting Group

Creating Business Advantage

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071-481 4481

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

2

c.£42,000 + car
M3/M4 Corridor

Media Manager

Managing relationships with press and journalists

Our client is one of Britain's major blue chip plc's and an organisation whose global reputation places them in the forefront of applied technology and engineering.

As a recognised world leader and an exporter on the largest possible scale, their performance seen by many in business and government as a barometer with which to measure our national standing in some of the world's toughest commercial sectors. They have a high public profile, driven by active press interest in their activities, and the substantial volume of coverage they receive extends well beyond the City and Financial pages.

Aware of the power of such reporting to influence events, the management of relationships with the press and the need to provide a credible and accurate conduit through which information can be easily accessed, or delivered, is given a high priority. This then is a critical role and the individual in it can expect to be at the centre of events of national as well as commercial importance.

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+ car : LeedsI.C.S.A.
CONSULTANTS

Deputy Company Secretary

Yorkshire Water plc, one of the leading public companies in the North and a major employer in the region, has achieved an excellent record and reputation since privatisation in 1989. Turnover for 1991 was c£450m, generating profits of £124m. The group is expanding via related acquisitions within a well defined business plan.

Reporting to the Group Secretary you will supervise four professional staff and a support team and quickly become head of the company secretarial function. Overall responsibilities will cover Companies Act and Stock Exchange compliance; investor relations; acquisitions, disposals and joint ventures; and servicing Board and shareholder meetings.

You are a Chartered Secretary,

ideally late 30's/early 40's. You must have relevant experience with a quoted company of a similar size. Accustomed to working at top management level, you value team working and have total confidence in your technical skills and professional standards.

Benefits include pension, private health insurance and assistance with relocation expenses where appropriate. Promotion, subject to performance, will be to Group Company Secretary upon his retirement.

Please write in confidence to Lesley Gifford, Ref: 2062, ICSA Consultants, Executive Selection, Buckingham House, 6 Buckingham Street, London WC2N 6BU

FACULTY OF ENGINEERING & COMPUTER TECHNOLOGY
DEAN/PROFESSOR

This lively and entrepreneurial Faculty of Engineering & Computer Technology seeks an equally lively leader to take its course programme forward into the next decade.

Emphasising advanced technology and modern organisational techniques, the Faculty offers a menu of highly respected undergraduate and postgraduate programmes over a wide spectrum of engineering.

Firmly rooted in the real world of modern manufacturing through its research and consultancy links, it supports a number of major initiatives in advanced manufacturing and logistics.

This high profile role calls for:

- A commitment to deliver high quality and responsive programmes to the 1700 students within the Faculty.
- A record of achievement in academic leadership.
- An enthusiasm for developing research and consultancy activities which clearly underpin the teaching programme.
- A clear ability to manage both human and material resources within a highly devolved university with unambiguous lines of accountability.
- Knowledge and experience of engineering or a related discipline within higher education.

This is a Senior Management position carrying Senate membership. Salary will be negotiable and performance related; the successful candidate is unlikely to be earning less than £40,000.

If you wish to make informal enquiries in confidence, or to suggest possible candidates, please contact David Mee, Director of Personnel on 021-331 5580.

Further details and application forms can be obtained from the Personnel Department, University of Central England in Birmingham, Perry Barr, Birmingham B42 2SU. Tel: 021-331 5567.

Applications should be returned by 26 October 1992.

An Equal Opportunity Employer.

MANAGEMENT CONSULTANTS

1st Floor, Hill House, 1 Little New Street, London EC4A 3TR. Telephone 071 936 3000

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If you set high store by family values, then a career at AXA Equity & Law could be perfect. Like all the best families, we commit ourselves to supporting our people with everything they need for a satisfying and rewarding career.

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If you're over 25 with an aptitude for hard work, you can expect to be well rewarded. We're looking for successful people whatever their background, because with our help, you can bring your success to bear on a new career.

If you'd like to join our family, call us now to arrange a local interview. Career Hotline 071 628 2167 8.30am to 6.30pm (or answerphone) or write to Joyce Marratt, AXA Equity & Law, c/o 4th Floor, 41/42 London Wall, London EC2M 5TB. Quote ref: 87/6

EQUITY & LAW
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azlan
MAJOR ACCOUNTS
SALES MANAGER
£60k + Benefits

Azlan, the market leader in Distribution of IT Networking & Communications Products & related services, wishes to continue its planned expansion programme.

In order to achieve this, they have identified the need for an additional key player to join their management team. **A Major Accounts Sales Manager.**

The successful applicant will have a substantial track record in IT Sales Management, with strong interpersonal/management and team building skills, together with proven ability to handle, develop and manage Strategic Reseller Accounts within IT. He/she is likely to be aged 30+ and live within commutable distance of Watford.

LOTUS NOTES SALES EXECUTIVE

£45k + Benefits
Technically competent with Notes or similar products and services, with a proven track record in meeting aggressive targets through Resellers in the U.K.

Please telephone Doug Stewart at Marvo on 081 2282691 or fax your CV to him on 081 2282692.

Applications
Marketing

TO £32,000 + NEW STI
Morse Computers are the UK's leading supplier of Sun 1000 desktop workstations and servers. We also sell PC systems by IBM & Compaq. Morse specialise in business-oriented software packages, systems integration, office automation. We need at our SW14 Head Office a senior executive (graduate 2:1/2:2) with dual skills, i.e. both technical and marketing. Also required: detailed knowledge of current applications and systems. Please phone Mr. Nick Read, ext. 081-876 0404

Corporate Management
Training Professional

c.£60-65,000

ZURICH - SWITZERLAND

A truly internationally operating Swiss Company, with some 25,000 employees world-wide, is strengthening its Corporate Management Development Department.

This new appointment has been created to ensure "state-of-the-art" multicultural management training for the top 1,000 Managers around the world; to develop and run management training programmes; to support local training departments and to work with international top business schools. Up to 30% off-site work.

You will require several years experience in national and international HR functions, with emphasis in either Management Development or Management Training. Aged 35-45 and qualified to degree level ideally in economics and social sciences. Proficiency in English and conversational German are essential.

If you fulfil all the above requirements, and if you are mobile to permanently settle down in Zurich - work permits will be obtained - and an attractive relocation package offered - please send your detailed CV with professional achievements to David Carter quoting reference ST 1999 in the strictest confidence.

INTERNATIONAL SEARCH PARTNERS

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Telephone: (0494) 484343 Telefax: (0494) 482876

DATABASE
ADMINISTRATION
MANAGER
WEST LONDON

The Lawn Tennis Association is the governing body of British Tennis and is responsible for the administration of the game in Great Britain, the Channel Islands and the Isle of Man.

Reporting to the Financial Controller, the Database Administration Manager will initially take responsibility for managing the LTA's Registered Membership list, the computer processing of which is shortly to be brought in-house following the recent installation of a new computer system. The role will develop over the next two years as the database is extended to cover all aspects of the Association's activities, and will also involve responsibility for maintaining the accuracy of the information held.

The successful candidate will almost certainly be a graduate, preferably 25-35 and experienced in all aspects of computer database management. Knowledge of Informix SQL or any similar package and a genuine interest in the development of British Tennis would be valuable but is not essential. In return, the Association will offer a competitive salary and range of benefits.

To apply for this challenging position, please send a full CV, including an indication of current salary to:

Chris Hulder (Ref:DMST2) The Lawn Tennis Association, The Queen's Club, London W14 9EG

Industrial
Sales

Up to £30k package Maidenhead

Menco Ltd is a market leader in off door safety systems with the majority of business coming from export markets. We have an active and successful product development programme and many new opportunities. We are expanding and now need an additional sales person to develop these opportunities both in the UK and overseas.

The successful candidate will: • be aged 27-45 • have a sound technical background in electronics or engineering • have experience in selling industrial safety to industrial customers in the UK and export markets • have a demonstrable record of achievement • have the confidence to negotiate contracts and also be prepared to troubleshoot on site • preferably be fluent in German language.

Please send a c.v. including details of your current salary to: Dr P.L. Bailey, Managing Director, Menco Ltd, Mencor House, Wallstock Road, Maidenhead, Berks, SL6 8RR, Tel: 0628 770724

HALMA GROUP
COMPANY

SALES DIRECTOR

Leading specialist Publishing Group requires an experienced Sales Director to head up a self-employed sales force of 50/60 representatives nationwide, selling advertising space for its publications. This will incur extensive travel in the United Kingdom.

The Candidate

- Must have experience of running a large sales force nationally.
- Be well versed in selling advertising space.
- Be able to motivate managers and representatives to meet targets.
- Be able to train and run induction courses in-house.

The Position

- On target earnings of £40k. Basis salary plus commission.
- Private medical health.
- Non contributory pension.
- Car and expenses.

Please apply in writing with CV to the Group Managing Director, Pyramid Group plc, Publicity House, Streatham Hill, London SW2 4RK. References will be required.

071-481 4481

EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

Constant in the midst of change

In order to keep ahead of today's markets, organisations must change. Not just the systems we use, but working practices and even their fundamental approach. This level of change involves major internal upheaval, but must not affect business as usual.

During this transition our clients' objectives will alter, and with them the best solution.

One constant in this whole process is the partnership that CSC develops with its clients so that they emerge better positioned for success.

We are looking for leaders with the ability to remain steady amid shifting requirements, who will rise to the challenge of managing complex programmes and relationships.



Client Managers

To achieve excellence in meeting clients' needs, Client Managers must co-ordinate the worldwide resources of CSC whilst

maintaining a clear understanding of our clients' requirements and business pressures.

Key attributes of Client Managers are highly developed people skills, sound judgement and tactfully to resolve issues prior to them affecting our clients' need their objectives whilst building CSC's business.

Management Consultants

To undertake the process of Business Design; debating and defining a vision with our clients, bringing clarity to that vision, then delivering the high-level migration plan, architectures and project profiles to turn the vision into reality.

Brand strategic experience must be supported with a strong IT background including structured techniques such as business process modelling.

Programme Managers

To manage large-scale, complex change across functional units of an organisation, creating the management framework, managing expectations and linking the business vision to business results using IT as the catalyst.

Sophisticated business, technical and people skills are required, gained in the management of multi-million-pound IT programmes.

Project Managers

To manage complex information technology projects from inception through to implementation, delivering the business and information technology systems sought by clients, to agreed time, cost and quality.

A record of successful delivery of large, complex IT projects on time and within budget is required.

Successful candidates will be of graduate calibre and will be based in the South East. Salaries and benefits are commensurate with experience, and for the more senior positions, earnings may be in excess of £10,000 per week. Please send your curriculum vitae together with a letter stating the position for which you are applying and highlighting your relevant skills to: Mike Atkin, Recruitment Manager, CSC Europe, Broadgate, London EC2M 1EN.

CSC Europe
The Business Engineers

Global Non \$ Swaps Support

London Product Controllers

Our client, one of the major US investment banks, now requires individuals with at least three years experience in swap trade support, operations, and/or accounting, to join their dynamic and growing swaps administration team. Your varied role supporting the Global Non \$ Derivative Business will include:

- Economic sign off of new trades and ensuring the accuracy and completeness of documentation
- Controlling the booking of deals into the Operations, Accounting and Risk Management Systems
- Provide accounting back up to ensure the accuracy of the reported P/L
- Provide management with exception reports, details of non-standard trades and other information necessary to control the business
- Coordinate special handling on all complex swap and derivatives

Degree qualified with a numerate background, you will need a sound product knowledge including an understanding of swaps, cap/floors, swaptions and currency swaps. You will also understand the zero coupon curve, NPV, YTM, IRR, OYE, delta and bond valuation techniques.

Computer literacy is also important. An MBA or ACA would be ideal. In the first instance, please send a full CV to Clare Lockhart at the address below. Please list separately any companies to whom your details should not be sent as applications will be forwarded direct to our client for consideration.

BERNARD HODGES
SELECTION

BIRMINGHAM • BRISTOL,
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Griffin House, 161 Hammersmith Rd,
London W6 8RS. (Rec. Cont.)

ELITIST SALES WITHIN I.T.
(CIRCA 50K)

The EuroLink Group, as a direct result of a new I.T. marketing initiative, requires additional career minded sales achievers already performing at the highest levels in either vendor related or consultancy to reinforce our successful sales group.

A background of excellence in sales of services to I.T. departments, at a local, continuous level coupled with a proven ability to forge relationships at the highest levels will be a significant consideration. Initially commencing on basic 20-25K with a achievable OTE of 50-55K.

Opportunities exist within our UK branch network, but are limited, for consideration to individuals Group forward by mail or fax your full CV justifying your application to Group Personnel Director, EuroLink Group, 100 Queen's Gate, London SW7 1HN. Tel: (0273) 723 078

GENERAL MANAGER
FOOD

Progress & Vision has a unique reputation for innovation, high quality products and presentation, excellent customer service and a dedicated and professional staff. We are looking for a General Manager Food, to maintain and further develop our sales in all areas of the food sector.

Candidates must be of mature, stable and commanding stature, creative in their merchandising ideas, have significant service and retailing experience in a pre-existing food retailing environment able to motivate and control a team of 120 staff.

Commercial awareness, personal care, form part of our entry package.

Please reply with full C.V. to Mr G.V. Hamilton, Managing Director, Fortnum & Mason, 181 Piccadilly, London, W1A 1ER.

**REDUNDANT EXECUTIVE
MANAGING DIRECTORS?**
£26,000 on guaranteed from own
consultancy, 12 month contract
10th September 1992

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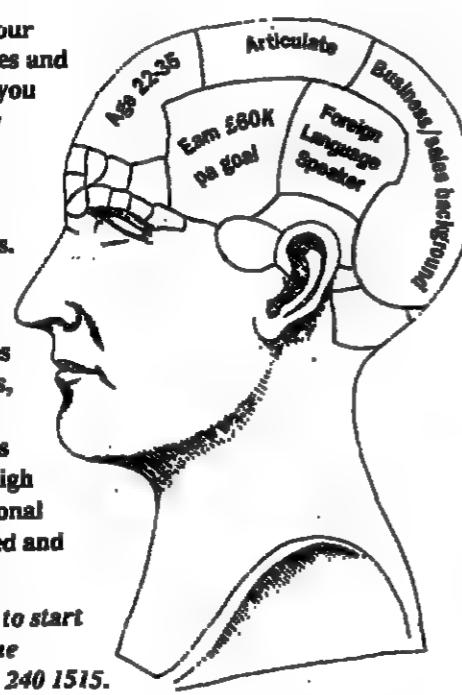
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Pollution not caused by council

Wychavon District Council v National Rivers Authority
Before Lord Justice Watkins and Lord Justice McCowan (Judgment July 31)

A local authority could not be said to have "caused" pollution by failing promptly to discover the source of discharge of sewage effluent into the River Avon once it had occurred and thereafter failing to clear a blockage in the sewer as soon as possible.

The Queen's Bench Divisional Court so held in a reserved judgment in allowing an appeal by way of case stated by Wychavon District Council against its conviction by Persons Justices on October 11, 1990 of causing sewage effluent to be discharged contrary to section 107(1)(c) of the Water Act 1989.

Mr James Tilford for the council; Mr Roger D. H. Smith, QC, for the National Rivers Authority.

LORD JUSTICE WATKINS said that on June 1, 1990 informations were preferred by the National Rivers Authority against the council alleging that on March 11, 1990 at a storm overflow outfall adjacent to Evesham Hospital, the council caused sewage effluent to enter the River Avon contrary to section 107(1)(c) of the 1989 Act and further that on March 12, 1990 at the same place the council caused similar effluent to enter the River Avon contrary to section 107(1)(c).

The council had the sewerage agency for the Severn Trent Water

undertaker. Thus it carried out on behalf of the sewerage undertaker the operation, maintenance and repair of sewers as well as undertaking some of the detailed design of new sewers. It accepted that it had the day-to-day responsibility for the sewage system.

The management of the system had to be within a restricted financial budget set by Severn Trent Water Authority. The council, as its agent, carried out remedial repairs up to a maximum of £15,000 without recourse to them.

An analysis of the contents of the sewers referred to showed that they contained raw sewage. That evidence was not disputed.

The sewer in question had been designed and constructed according to usual practice and had no history of problems. It was unaltered from its original state and of common design. The explanation given by the council's engineer was that the blockage could have well been caused by solid material emanating from the nearby hospital.

The justices were of the opinion that the council was the agent for Severn Trent Water Authority. It had the responsibility for the day-to-day management of the sewage system under a contractual duty. The system was properly designed. No fault could be attributed to it.

The Severn Trent Water Authority had provided that system and the council had failed to maintain it.

On the occasion in question the

maintenance procedure was insufficient to deal with the blockage. As a result more sewage effluent entered the river. The council did not take effective action and so caused the pollution by failing to promptly discover the source of the discharge of sewage effluent into the River Avon once it had occurred and thereafter by failing to clear the blockage as soon as possible.

Obviously the council was contractually responsible for conforming with the requirement to cleanse and maintain the sewers in its area so as to ensure a continuity of effluent drainage. Therefore, it was incumbent upon it to discover the whereabouts of a blockage without delay and to clear it by taking prompt action.

But if it failed to act promptly in those respects and the pollution of the river thereby persisted did it, beyond the point of failure, become the cause of the continuing pollution?

Mr Tilford submitted that the offence under section 107(1) contemplated two things and two separate offences, namely: (a) causing pollution matter to enter any controlled waters which involved some active operation or chain of operations bringing about pollution and (b) knowingly permitting pollution matter to enter any

controlled waters which involved a failure to prevent the pollution which failure was accompanied by knowledge.

The offence of causing pollution matter to enter a river required a positive act by an accused and not merely a passive looking on. On neither March 11 or 12 was there any positive or active operation by the council which in any way interfered with the continuous flow of sewage effluent into the river. In his Lordship's judgment, the facts found by the justices were not capable of establishing that the council caused the pollution by creating a nuisance or otherwise. There was nothing to point to the performance by the council of either a positive or a deliberate act such as could properly be said to have brought about the flow of sewage effluent into the River Avon.

There were facts which could point to inactivity which could amount to negligence. There were others which could amount to knowingly permitting sewage effluent to be discharged into controlled waters but the council had charged itself with the

negligence and it was not right to comment upon whether, if it had been so charged, it would have been convicted.

Accordingly, the justices' question would be answered in the negative and the conviction quashed.

Lord Justice McCowan agreed. Solicitors: Sharpe Pritchard for Mr Ian Marshall, Pershore; Mr Mark Knowles, Solihull.

Video recordings of children's evidence

Practice Direction (Crime Children's video evidence)

The procedure for introducing and editing video recordings of evidence of children was the subject of a Practice Direction taking effect from October 1, 1992 and handed down by Lord Taylor of Gosforth, Lord Chief Justice, sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that the procedure for making application for leave to adduce a video recording of testimony from a child witness under section 32A of the Criminal Justice Act 1988, as inserted by section 54 of the Criminal Justice Act 1991, was laid down in rule 23C of the Crown Court Rules (SI 1982 No 1109 (L23)), as inserted by the Crown Court (Amendment) Rules (SI 1992 No 1847).

Where a court granted leave to adduce a video recording in evidence under section 32A(2) of the 1988 Act it could direct that any part of the recording be excluded under section 32A(3). When a

direction was given, the party who made the application to admit the video recording had to edit the recording in accordance with the judge's directions and send a copy of the edited recording to the appropriate officer of the crown court and to every other party to the proceedings.

Where a video recording was to be adduced during proceedings before a crown court, it should be produced and proved by the inter-

viewer, or any other person who was present at the interview with the child at which the recording was made.

The applicant should ensure that such a person would be available for that purpose, unless the parties had agreed to accept a written statement in lieu of attendance by that person.

It was for the party adducing the video recording to make arrangements for the operation of the

video playing equipment in court during the trial.

One trial had begun, if by reason of faulty or inadequate preparation or some other cause, the procedures set out above had not been properly complied with, and an application was made to edit the video recording, thereby making necessary an adjournment for the work to be carried out, the court could make at its discretion an appropriate award of costs.

The following were so equipped:

Television link court centres

Practice Direction (Crime Crown court centres)

Crown court centres equipped with live television facilities and suitable for the transfer of cases involving video evidence by against children were listed in a Practice Direction handed down by Lord Taylor of Gosforth, Lord Chief Justice, sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that with the concurrence of:

the Lord Chancellor and pursuant to section 75(1) of the Supreme Court Act 1981, he directed that, with effect from October 1, 1992, when a notice of transfer was served under section 53 of the Criminal Justice Act 1991, the proposed place of trial to be specified in accordance with paragraph 11(1) of Schedule 6 to the Act had to be a crown court centre equipped with live television link facilities.

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RAA (The Royal Society for the encouragement of Arts, Manufactures and Commerce) The 23rd Annual General Meeting will be held on Wednesday 10th October 1992 at the Royal Lancaster Hotel, 140 Piccadilly, London W1. Tel: 01 580 1200. Mr. G. D. T. Lucas Secretary.

LEGAL NOTICES

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A P Supervisor and Administrators Receiver NOTICE OF APPOINTMENT OF ADMINISTRATIVE RECEIVER

Registered number: 1620700. Appointed by the Administrators & Receivers, London and Cheltenham Contractors Trade Classification, 22 Date of appointment: September 11 1992. Name of person nominated: Alan Peter John Bremner, 100 Newgate Street, London EC1A 7AA. The claim has been made administratively under section 10 of the Insolvency Rules 1986 and there has been lodged with the Insolvency Receiver a statement of affairs which the credit is to be made out on his behalf.

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THURSDAY SEPTEMBER 17 1992

SPORT
26-30

BUSINESS EDITOR JOHN BELL

TODAY IN BUSINESS

BODY BLOW

Anita Roddick, of Body Shop, saw £200 million wiped off the company's stock market value after a profit warning. Page 21 and 22

CASH CALL

London training and enterprise councils asked the government to provide an extra £68 million a year. Page 20

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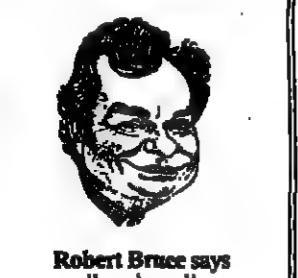


Racial Electronics is going ahead with the demerger of its Chubb security division despite volatile markets. Page 21

RISE AND RISE

Close Brothers, the merchant bank, notched up its 17th successive increase in annual pre-tax profits. *Tempo*, page 23

ACCOUNTANCY



Robert Bruce says small and medium-sized accountancy firms are well placed to ride out the recession. Page 25

THE POUND

US dollar 1.8467 (-0.0408)
German mark 2.7784 (-0.0028)
Exchange index 90.5 (-0.4)
Bank of England official close (4pm)

STOCK MARKET

FT 30 share 1716.4 (-9.3)
FT-SE 100 2378.3 (+8.3)
New York Dow Jones 3328.67 (+1.35)
Tokyo Nikkei Avg 17944.70 (-526.70)

INTEREST RATES

London: Bank Base: 12%
3-month interbank: 16%
3-month Eurobills: 14%
US Prime Rate: 6%
Federal Funds: 3%
3-month Treasury Bills: 2.91-2.90%
30-year bonds: 9.61%-9.97%

CURRENCIES

London: £1.7330
DM 7.527
Swf 2.3904
Fr 9.3330
Yen 226.57
Index: 90.5
ECU: 0.723468
ECU: 382192
London: Bank Base: 12%
3-month interbank: 16%
3-month Eurobills: 14%
US Prime Rate: 6%
Federal Funds: 3%
3-month Treasury Bills: 2.91-2.90%
30-year bonds: 9.61%-9.97%

GOLD

London Fixing: AM \$346.20 PM \$349.00
Close \$348.20-348.70
£189.00-189.50
New York: Comex \$349.35-349.85*

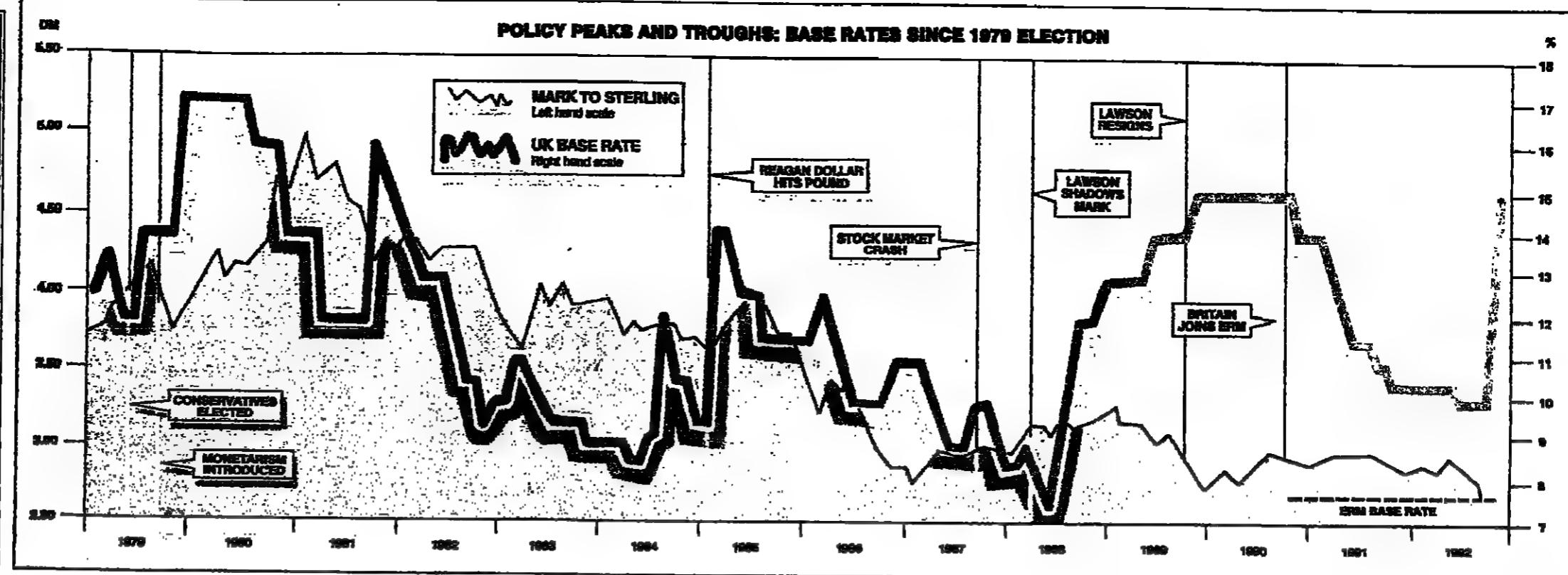
NORTH SEA OIL

Brent (Oct) ... \$20.45/bbl (\$20.55)

RETAIL PRICES

RPI: 138.9 August (1987=100)

* Denotes midday trading price



Devalued pound in free fall

Sterling below DM2.70 after ERM suspension

BY GEORGE SIVELL

THE pound crashed below DM2.70 in foreign exchanges last night after the Chancellor announced its suspension within the ERM and talks on realignment within the mechanism.

The rate confirms that sterling is already being devalued within the foreign exchange markets.

Speaking on the steps of the Treasury, Norman Lamont said minimum lending rate would remain at 12 per cent until the markets are calmer. The interest rate rise of 3 per cent to 15 per cent scheduled for today will not apply.

An unprecedented and damaging 5-point fall in British base rates had earlier failed to move the pound off its ERM floor against the mark.

The morning's 2-point rise failed to lift sterling, which continued to bump along its ERM floor of DM2.7780 despite the afternoon announcement of a further 3-point rise, now rescinded.

Foreign exchange traders described the volume of pounds being sold after the official 4pm Bank of England close as small and said they would not be surprised if the Bank began intervening at the ERM floor of DM2.7780 when markets open today.

After what dealers described as very heavy intervention, the Bank of England managed to hold the pound at DM2.7784 at the official 4pm close, a fall of 0.28 pennies on the day which saw base rates return to the level at which Britain entered the ERM in October 1990. The pound had fallen to \$1.8467 at the official Bank of England close, a 4.08 cent fall on the day.

Dealers were earlier weighing up the options faced by Britain of either seeking a devaluation within the ERM overnight or of sending the Bank of England to defend this morning. "We are now truly into uncharted waters," one said. "ERM realignments normally come at the weekend. Maybe the Bank can survive until then."

Economists, however, sensed devaluation in the air and criticised the government for authorising a two-pronged cut in base rates. Robert Lind, an economist at UBS Phillips & Drew, said: "The interest rates yesterday created a downward spiral of confidence. The

lance in the ERM began.

Britain last raised interest rates on October 5, 1989. They went to 15 per cent as the government tried to squeeze out inflation.

In between base rate rises, the government revealed that its public borrowing requirement reached £2.9 billion in August, taking the total for the first five months of the year to £14.3 billion. This time last year the deficit was £7.9 billion in a year in which the government ultimately borrowed £1.4 billion. This compares with £2.8 billion forecast at the time of the Budget for the full year and economists' predictions now of £3.6 billion.

The government also announced retail sales figures showing a rise in volumes of 0.8 per cent from July to August, which would normally have been rated as modestly good news. The year-on-year increase was 1 per cent. But economists said much of the volume increase was attributable to clothing and footwear sales that had been heavily discounted in the high street. This made the sustainability of the increase questionable.

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There are strong signs that the government will lose many of its allies in business if rates remain high. Many industrialists are frustrated by the government's failure, not only

Industry sees disaster looming

BY ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

BUSINESS leaders' reaction varied from "very bad news" to "Lamont must go" after the unprecedented double rise in interest rates.

The Confederation of British Industry, whose director-general is Howard Davies, approved the higher rates as a short-term tactic, but cautioned that sustained rises would be "very bad news" for industry.

For the Engineering Employers Federation, the current crisis was the final straw and called for the Chancellor's resignation.

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There are strong signs that the government will lose many of its allies in business if rates remain high. Many industrialists are frustrated by the government's failure, not only

to create the right conditions for a recovery, but also to heed business prescriptions for how to achieve it.

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Bad news if rates stay high: Howard Davies of the CBI

City discounts devaluation

BY MICHAEL CLARK, STOCK MARKET CORRESPONDENT

SHARE prices staged one of the most dramatic turnarounds ever witnessed on the London stock market after City brokers realised that the unprecedented double surge in bank base rates would not be enough to halt the slide in the pound and that the next step was likely to be a devaluation of the pound.

Dealers were earlier weighing up the options faced by Britain of either seeking a devaluation within the ERM overnight or of sending the Bank of England to defend this morning. "We are now truly into uncharted waters," one said.

"ERM realignments normally come at the weekend. Maybe the Bank can survive until then."

Economists, however, sensed devaluation in the air and criticised the government for authorising a two-pronged cut in base rates.

Earlier in the day, the FT-SE 100 index rallied from an early fall of almost 80 points to finish the session 8.3 higher at 2,378.3 after a day of high drama that left many experienced traders stunned. By the close of business, 540 million shares had changed hands, with many traders and fund managers discounting some form of devaluation for the pound.

Nick Knight, of Nomura, the Japanese securities house, in mid-morning, it became clear that

they had forecast that the index would bottom out at 2,150 is telling clients to start buying. Jerry Evans, equity market strategist at County NatWest, said the market is discounting a devaluation. "It is clear that a rise of five points in bank base rates has not been enough and that some sort of devaluation is on the cards. Speculation suggests some sort of deal will be struck later today."

Prices had been marked sharply higher at the open in the wake of a 70-point fall overnight on Wall Street. But it was the foreign exchange and the pound's vain effort to stay above its base limit within the exchange-rate mechanism that remained the focus of attention in the City. In mid-morning, it became clear that

with a decision in Amsterdam, where the Dutch central bank announced a 0.75 percentage point cut in bank rate to 8 per cent. The Belgian central bank announced a quarter-point cut. Britain's later decision to raise rates to 15 per cent from today was immediately followed by the panic-ridden Swedish rate rise. In each case, currency markets were unanimous.

Yesterday's panic on foreign exchanges was precipitated by newspaper reports quoting Helmut Schlesinger, president of the Bundesbank, who reportedly said he favoured a devaluation of sterling, in what the Bundesbank referred to as an "unauthorised" interview. It was clear that Dr Schlesinger actually made the remarks attributed to him, but that he did not intend to have them published.

Mark Brett, director of currency and bond strategy at BZW in London, said the markets are speculating about the collapse of the ERM.

After the failure of massive intervention in the morning, central banks moved to reshuffle interest rates in an unprecedented manner. Britain's decision in the morning to raise interest rates by an initial 2 percentage points coincided

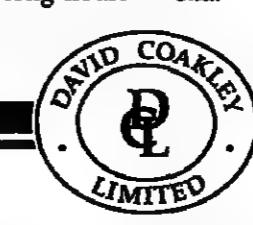
WHICH WAY WILL THEY JUMP ON THE 20TH?

The markets will give their own verdict on the outcome of the French referendum. Whether the Maastricht treaty continues or not, the recent volatile nature of the world's stockmarkets is likely to continue.

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T/1/93/92

London Tec's 'underfunded by £68m'

By ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

TRAINING and enterprise councils in London need an extra £68 million a year to match service standards in the rest of the country, according to a report by Coopers & Lybrand, the consultant.

Chronic underfunding of training in the capital, combined with a rise in unemployment that far outstrips the national average, has left the Tec's unable to meet the training deficit, said the report, commissioned by the London Tec's for additional funds.

But Michael Forsyth, the employment minister, condemned the report as having "enough holes in it to please a Swiss cheesemaker". A preliminary examination suggested the report seriously understated the level of spending in the capital, he said. According to Coopers' calculations, government spending

per head on the youth training scheme in the capital this year is only £548 a head, compared with an average of £1,104 in the rest of England and Wales. For adult training, the spend per head in the capital was £792, compared with £1,047 in the rest of England and Wales. Cash for business support and enterprise creation was also lower per firm than the national average.

The lower levels of spending are found even though unemployment in the capital has risen 118 per cent since November 1989, against an 80 per cent rise for England and Wales as a whole. Long-term unemployment in London exceeds the national average. There are nearly nine people chasing every vacancy in the capital, compared with six nationwide.

Coopers concluded that £23 million was needed to put spending per head in London on the same basis as the rest of England and Wales. But a further £45 million was necessary to make up for the higher costs of working in the capital.

The report also called for the Tec's to work more closely to improve their services and to raise the profile and image of publicly funded training in London.

Lord Stockton, chairman of Centec and spokesman for the London Tec's, said: "Much is at stake and we call for the right investment in London's economy and people so that its status and position as a world-class city can be maintained."

Forsyth condemned report



Happier housekeeping: Bluebird Toys is back in the black after a disastrous trading spell (Jon Ashworth writes).

Higher toy sales helped pre-tax profits reach £234,000 (£4.47 million loss) in the first half. Last year's loss was mainly due to a restructuring in which £3.4 million of costs were taken above the line.

Worldwide sales of the tiny top selling girl's toy in Japan, helped lift turnover to £17.4 million (£11.6 million). The company's UK sales are poor.

Torquie Norman, above, the founder and chairman, said

60 per cent of Bluebird toys are now made in the Far East. Factories at Peterborough and Swindon were closed in the restructuring, and UK operations are now based in Merthyr Tydfil in south Wales. Earnings were 2.0p a share (46.1p loss). There is no dividend (nil).

Gestetner focuses on camera deal

By MATTHEW BOND

GESTETNER Holdings, the office and photographic equipment distributor, has conditionally agreed to sell its Vivitar and Hanimex camera distribution business to Concord Camera Corporation of the United States.

Under the terms of the deal, Gestetner could raise up to £27.7 million from selling the businesses which made trading profits of £2 million in the year to end-October 1991, but slipped into losses of £1.3 million in the first half of the current year.

Concord will pay Gestetner £21.1 million in cash and issue the vendor with 1.3 million shares of Concord common stock. Gestetner has a put option over those shares, requiring Ira J. Hechler, a New York investment firm, to buy them for £6.6 million on October 31, 1993.

Hechler has a call option over the shares at the same price.

Part of the cash portion of the consideration is being raised by Hechler exercising previously issued Concord warrants it holds for shares. Hechler is backing a management buy-in at Concord.

The deal is conditional on the fundraising being successful.

Concord, despite being a fully quoted manufacturer and distributor of photographic equipment, had sales of just £4.8 million for the nine months to March compared to the combined Vivitar and Hanimex turnover of £37 million in the six months to April and £90 million for the previous full year.

BUSINESS ROUNDUP

Dairy Farm optimistic after 10% interim rise

SIMON Keswick, chairman of Dairy Farm International Holdings, which has a 25 per cent interest in Britain's Kwik Save discount retailing chain, promised higher profits this year than the \$146.8 million made in 1991. The food retailer and distributor, 46 per cent owned by Jardine Strategic Holdings, reported interim profits up 10 per cent to \$59.9 million. Mr Keswick said: "The continued growth of our retail operations in Australia, Hong Kong, and the United Kingdom and the significant improvement in our New Zealand and Taiwan businesses should, despite continuing losses in Spain, enable our company to achieve profit growth for the full year."

In Britain, Kwik Save supermarkets achieved profits in the 28 weeks to March 14 up 8 per cent, while sales were up 44 per cent and market share also rose substantially. Simago, the Spanish retailer, made losses in the first half.

Helical bounces back

HELICAL Bar, the property group run by Michael Slade, has bounced modestly back into profit and made further progress in reducing its debt mountain. In the six months to end-July, pre-tax profits were £536,000 (£694,000 loss). The company sold some £14 million of property in the first half, reducing net borrowings to £87 million (£120 million). Since the half-year end, another £4 million of sales have been completed. The interim dividend is unchanged at 2.4p.

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Racal to go ahead with demerger of Chubb

BY JONATHAN PRYNN

RACAL Electronics has set its face against the turmoil in the currency and equity markets and confirmed that it will proceed with its second big demerger in just over a year.

Sir Ernest Harrison, Racal's chairman, said the demerger of the group's Chubb security division would go ahead on October 5 unless the stock market deteriorated severely in the meantime. He said: "It will have to be a very big downturn for us to pull the plug." Racal Electronics shares fell 24p to 634p.

The plan to demerge Chubb

was announced in November 1990, but was put on ice. It re-emerged in November last year, after Racal received a £700 million hostile takeover bid from Williams Holdings. In September last year, Racal floated its 80 per cent stake in Vodafone in the biggest ever UK demerger.

The £600 million Chubb demerger will leave Racal with assorted electronics businesses. The low margins being earned by these companies, which have close to £1 billion of turnover, attracted the welcome offer from Williams.

Racal's management subsequently turned its attention to the rump companies, which have responded with a dramatic improvement in performance.

Under the terms of the demerger, Racal shareholders will receive one consolidated Racal share and one new Chubb share for every five Racal Electronic shares held at the close of business on October 2.

Racal's £121.2 million net debt at the March 31 year end will be split evenly between the two companies, giving Chubb pro forma net debt of £60 million and pro forma gearing of 42.4 per cent. The pro forma figures for Racal will be £61.2 million and 12.3 per cent respectively. Strong cash flow in the businesses since the year end has reduced the overall debt to £105 million, reducing Chubb's actual gearing to 33 per cent.

Chubb has forecast that it will make operating profits of £28 million for the 28 weeks to October 9, an increase of 35 per cent despite adverse exchange rate movement reducing the figure by £2.6 million.

Douglas Hawkins, of Smith New Court, said that the post-demerger Racal shares were unlikely to trade at below their net asset value of 35p. Chubb's 2.5p of forecast earnings could be "worth" 40p, making a combined value for the Racal and Chubb shares of more than 70p, Mr Hawkins said.

BY GRAHAM SEARJANT

PRE-TAX profits of Calor Group, the liquid petroleum gas distributor, slumped to £11.5 million (£38.7 million) in the six months to end-June under the impact of mild winter conditions, re-organisation costs and heavy initial losses on a new venture.

The interim dividend is maintained at 6p from earnings down to 4.1p (13.3p). Michael Davies, the chairman, said the board also hoped to maintain the 6p final dividend given normal second half trading conditions, but the full year's payment was unlikely to be covered.

In the first six months, lower gas sales, combined with much lower prices, cut turnover from £214 million to £165 million. Operating profits from the gas business fell by a quarter before £11.4 million of exceptional charges to complete a reorganisation.

Teaching troubles led to £3.8 million of trading losses at Calor Air Separation, a new venture.

Tempus, page 22

Mild spell accelerates Calor fall

BY GRAHAM SEARJANT

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Shares tumble on interim profit warning

Lean summer stunts Body Shop growth

BY MATTHEW BOND

SOMEWHERE in the world there must be a soothing balm that restores battered share prices. If someone knows where it is, could they rush a lorry load to Gordon Roddick in Littlehampton.

For the chairman of Body Shop International is certain to be nursing his bruises after choosing yesterday — of all days — to make the company's first profit warning.

"We did take advice," said Mr Roddick weakly as he watched Body Shop shares lead a host of their elders, bigger and betters rapidly downwards. "And that advice was to make the announcement today because it would have a material effect on the share price." "Material" meant, by the end of the day, a 108p drop in the shares to 158p, wiping about £200 million off the value of the company and more than £55 million off the value of the 29.9 per cent stake in the company owned by Mr Roddick and his wife, Anita.

It was not so much the detail of the profit warning, but the fact that Body Shop



Poorer shape: Anita Roddick's stake lost value

had made one at all. The unstoppable expansion of the company, and the apparently insatiable appetite for its "green" beauty products, was supposed to put it above such grabby things as recessions. Until July, it did. But then, according to Mr Roddick, things started to go wrong, at

least in Britain. "It was trading in Britain during July and August that created the problem," he said. The result was that pre-tax profits for the six months to end August will be not less than £3 million, compared to the £9.1 million the company made in the first half of 1991-2. Shareholders

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Tempus, page 22

BRITISH FUNDS

GOVERNMENT securities had an extremely volatile and active trading session. Dealers had a hectic day reacting to the shock rise in base rate as the government struggled to avoid devaluation of the pound in the Exchange Rate Mechanism.

The gilt future traded in a wide range of more than a full two points. After trading as low as £91 1/2, as high as £93 19 1/2, good afternoon buying helped it end £1 1/2 firmer at £97 12 1/2, on a massive volume of 92,000 contracts traded.

Simon Thorp, head of gilt trading at County NatWest, said: "I've never seen anything like this: it was exceedingly volatile." Shorter-dated stocks fared worst, although devaluation fear took its toll on the longs. Treasury 8½ per cent 1994 fell £10 1/2 to £97 12 1/2, while Treasury 9 per cent 2008 fell £10 1/2 to £100 1/2.

SHORTS (under 5 years)

High 1992 Low Stock Price % +/-

100% 100% Each 13th June 1992 100% 13.40 ...

95% 95% Fund 6/6 1993 98% - 6.79 9.65

90% 97% These 6/6 1993 98% - 6.79 9.65

100% 100% These 13th June 1993 100% 11.50 ...

100% 100% These 12th June 1993 100% 12.28 11.77

100% 100% These 13th June 1993 100% 13.30 10.80

95% 95% These 6/6 1994 95% - 6.79 9.65

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COMMENT
ERM close to cracking up

There is no such thing as a free lunch. John Major may care to ponder the point after an extraordinary day in which the main engine of his economic strategy, the ERM, almost blew up in the prime minister's face. Mr Major may yet have to pay even more dearly for his reliance on a man-made structure designed to interfere if not over-ride market forces on world money exchanges. Yesterday, his pledge to take whatever action necessary to defend the pound was called in not once but twice. Not even James Callaghan and Denis Healey, whose economic policies were also found wanting by international and domestic holders of sterling, suffered the humiliation of raising base rates twice on the same day. That is damage enough, even in politics where 24 hours may appear a long time. But worse may be to come.

Whatever magic properties the ERM may have bestowed upon sterling since it joined have now disappeared entirely. The verdict of the market yesterday was that interest rates rises of even ten percentage points or more would not be sufficient to make the pound an attractive currency to hold. Despite all of the impressive looking undertakings given by Europe's central bankers to support the pound, the market sees it as an almost certain candidate for devaluation — and soon. That is the only interpretation that can arise from the complete failure of the interest rate rises to raise the pound's parity against the mark.

If the notion of a rigid exchange system has turned out to be an unmitigated failure, then this was certainly not for lack of trying. The gold standard, the Bretton Woods system and the subsequent European currency snake have all been created in the hope of having found the economic miracle cure. They all withered away when it became apparent that economies do not adjust to imposed rigidities but explode them.

The ERM, as a system of semi-fixed rates, was a much better constructed system than its precursors, allowing for a greater degree of flexibility. But the good intentions which led to ERM may in the end count for little, not because of any technical flaws in its rules, but because governments behave as if the system's theoretical flexibilities do not exist. Helmut Schlesinger, the president of the Bundesbank, may not score high in diplomacy but as an economist he was right when he suggested that the ERM lira realignment did not go far enough. The British government should have listened and accepted his genuine offer of a wider realignment including sterling. What Dr Schlesinger had not reckoned with was the vanity of politicians for whom the notion of a realignment is tantamount to personal defeat.

If the ERM was run by the Bundesbank, or other central bankers with a similar frame of mind, the system may succeed. If run by politicians such as Messrs Major and Lamont, *rigor mortis* ensues. By sticking religiously to the rules of the system, they destroy it in the process.

Despite these weaknesses, the ERM may still be without alternative as a system designed to lead towards a single European currency. But the tumultuous events of the past few days highlight the practical difficulties facing policy-makers if they think that monetary union can be implemented neatly. One need look no further than German monetary union to get a feel of the visceral forces at work in such circumstances. The introduction of the mark in the East was not carefully planned and orchestrated. It was carried out with the minimum of preparation and virtually with no consideration of its effects. There is a lesson here. If we want the single currency and if the French vote yes, then we should move towards EMU with as little delay as possible. We should dump the ERM.

Graham Searjeant tests the reaction of business leaders to yesterday's double blow to interest rates by the Chancellor of the Exchequer

Had there been no fixed currency values, British businessmen might have been a little bit more confident this morning than they were a month ago: inflation is near the government's target, government finances do not look quite so bad and retail sales recovered by an encouraging 0.8 per cent in August. Industrialists and retailers had already adjusted to the prospect that there would be no quick recovery but only a slow and gentle improvement. They thought they were being realistic.

Instead, the leaders of British industry yesterday found themselves tongue-tied by a mixture of horror and disbelief. As base rates went up 2 per cent, a chorus intoned the disastrous consequences for business, killing any rise in demand and promising a further leg of recession. But there was still hope — the hope that this rise would be purely temporary, assuming a French *oui* on Sunday and a return to normality in the currency markets, and that yesterday's events would pass like a nightmare at wakening.

Sir Michael Angus, president of the CBI, echoing a general mood, said: "We are in a period of great turbulence ahead of the French referendum and today's interest rate rises may be short-lived. However, it must be said that, if sustained, these rises are very bad news for British business." CBI members at their council meeting in London today supported the government's rejection of a devaluation of sterling. The current situation is not justified by the underlying competitiveness of the British economy."

Sir Clifford Cheshire, chairman of Wimpey, which is part of an industry that has been calling with increasing loudness for help from government spending measures, saw the rate rise as an opportunity to strengthen the point. He said: "For the well-being of this country, we must assume that this is an extremely short-term measure. But the uncertainty is immensely damaging to confidence. The Chancellor should instigate immediate measures to reassure the British people that the economy is stable and to introduce a programme of investment in public works and the housing sector."

As the extra 3 points were added to base rates, the fear slowly spread that some of it might stick. That thought is already starting to engender a streak of panic. There are signs that industrialists will completely rethink their support for government policy unless there is clear evidence next week that the currency storm and the pressure on sterling have abated. If not, industry might be clamouring for devaluation.

Sir Antony Pilkington, chairman



Body blow: Sir Brian Hill, of the Building Employers Confederation, said 200,000 more jobs could go

of the Pilkington glass group, heavily linked to the construction, home improvement and motor industries, is one pessimist who fears a French *non* and is already prepared to contemplate such a change of tack. Sir Antony said the ERM had acted as a straitjacket which was not tenable politically. "There has to be some shake-up of the ERM. If this hastes that and we get some realignment, then it might turn out to be the catalyst that we need."

Such thoughts are already spreading at the CBI, which will question its general support for government policy and the exchange rate next week unless there are signs that currency markets were merely panicking. Signs of a rethink are not confined to those most directly affected by a rise in interest rates.

Tony Hales, chief executive of Allied-Lyons, a multinational that has been suffering from strength of sterling against the dollar, said: "The main impact of rising interest rates is another depressing hit to consumer confidence which we hope will be removed pretty quickly. The ideal resolution would be for the French to vote yes on Sunday, the speculators to get burnt, the ERM remain intact and interest rates to come down. There must come a point when the

price of stable exchange rates in the ERM is too high. We need to see next week out. If the price is 15 per cent interest rates over the next six months, that's the end of the ERM."

Disillusion is already complete at the Engineering Employers Federation. In what amounts to a vote of no confidence in government strategy, it said the government had been paralysed by lethargy for three months.

"The government portrays itself as a victim of forces it cannot control. If this is true, and there is nothing which the Chancellor or his Treasury officials could have done to actively manage the British economy — then perhaps industry has the right to ask for how much longer we can afford the luxury of this apparently ineffective overhead."

The CBI calculates that a 5 per cent rise in interest rates would cost British industry £3.5 billion in a full year in increased interest payments. What industry really fears is a further collapse of confidence among consumers and businessmen.

Richard Brown of the British Chambers of Commerce, said: "The immediate effect on consumer confidence will result in a deeply damaging slump in demand and a

worsening situation in the property market. Our concern is that businesses will be forced to slash their investment programmes, increase the level of redundancies, and in too many instances close, unable to meet their own debt servicing, which will in turn fuel the vicious cycle... The one certainty is that recovery will now be considerably delayed."

The worst-hit industries are those

already on the floor: housing and

property, construction, the motor

trade and retail and capital goods.

Sir Lawrie Barran, head of the

housebuilding group, was not too

hazarded to take immediate action.

He said the group's customers would

continue to be "fully protected"

against higher interest rates and that

he would extend last month's offer to

guarantee mortgages fixed at 8.5 per

cent for three years until the end of

October and double it to cover

mortgages up to £100,000. Sir Lawrie

said: "Housebuyers should not be

penalised for the government's failed

economic policies and its inability to

adapt to the constraints of the ERM.

There is no inflation in the housing

sector: interest rates should have been

reduced and, if necessary, sterling

should have been devalued."

Most others in the industry were

less confident of a quick reversal of

the rate rise. Sir Brian Hill, president of the Building Employers Confederation, said: "It is an absolute body blow to the industry at large and the private housebuilding sector in particular. This decision can only result in a further decline in the construction industry. The confederation fears that if 15 per cent base rates stay for more than a few days, an extra 200,000 construction workers could lose their jobs by the end of the year. An estimated 300,000 building workers will, in any case, be idle by December because of the recession."

Nigel Caldeon, director general of the National Council of Building Materials Producers (NCP), argued: "Unless this rise in interest rates is reversed in the near future, construction output in 1993 is likely to fall more sharply than the 2.5 per cent forecast by NCP in July. The longer interest rates are held at these penal levels, the deeper recession will cut into the fundamental structure of the construction industry, inhibiting its ability to meet any upturn in demand without recourse to imports".

Back in the high street, an unusually reticent Nigel Whitaker, director of the Kingfisher, exemplified resigned bewilderment. He said: "This is very frustrating and very challenging. Retailers will have to offer real value for money to the consumer. Consumer confidence is at the bottom anyway, so there might be no material effect." James May, of the Retail Consortium, said: "I hope very much that this level of increase will be short term, otherwise the retail industry and the economy will face a bleak run-up to Christmas".

Alan Nightingale, executive chairman of the Apparel, Knitting and Textile Alliance, said the move would have a crippling effect on his industry, which has been hit by the swing away from discretionary spending. He said: "It sets back any hope of recovery from recession. The rise must be reversed as soon as possible." The Federation of Small Businesses said that many small companies will go bust, taking a large number of jobs with them.

That could have the most dangerous impact of all. So many property companies are now in a state of suspended animation that high street banks are as much affected by the state of the property market as their borrowers. In a chilling commentary on the possibility of another upsurge in bad debts, IBCA, the credit-rating agency, said that unless interest rates fell back within a month it would review the credit standing of financial institutions. "In the short term, there is always the possibility that significant trading losses may occur because of this sharp and unexpected rise. However, the more significant problem is that, with the economy in deep recession, banks will be severely constrained in their ability to pass on this rise in interest rates."

British business does not think it can take interest rates above 10 per cent for more than a few weeks. Given the choice, there is little doubt that it will soon forget its backing for the DM2.95 pound and argue that the cut in inflation justifies a change of direction.

THE TIMES CITY DIARY

No worries for some

WOULD they have them back after yesterday? With dealing rooms in chaos, and jaws dropping in disbelief, the chaps at NM Rothschild, Norman Lamont's old bank — from 1968-79 — and Standard Chartered, John Major's, were yesterday remarkably restrained in their response to the upheavals. At Standard Chartered, a senior global treasury manager said Standard Chartered had covered its positions "exceptionally well". I've been in the foreign exchange business 30 years and I've seen crises before and I'll see them again. You always have to look at risk and reward and we have not been caught out by this." A firm believer in holding down inflation, the treasury man was yesterday supportive of the prime minister's tough defence of the pound. The only way to protect a currency's value is to intervene or raise interest rates or both. We support what the government has done." At NM Rothschild, meanwhile, where Sir Evelyn de Rothschild, the chairman, made a rare appearance on the dealing room floor to monitor its position, a spokesman explained that the said chairman had remained in regular and close contact with the Chancellor of the Exchequer — "He knows Lamont very well. Yes, they do get on well" — and that the firm's foreign dealers were not too distressed. "We have a relatively small foreign team, but they do not seem to be too unhappy."

PESSIMISTIC City dealer as Sweden also raised interest rates yesterday — first from 75 per cent to 300 per cent, then to 500 per cent: "Only 485 per cent left to go..."

Flat facts

Whoops. Anthony Hilton, the *Evening Standard* managing director, chose yesterday to launch his first facsimile version of the *Standard's* City news. Called *City Fax*, the nine-page paper was sent free to the top 500 decision-makers in Britain — normal charge 48p a minute — but one recipient, with a copy time-stamped 16.46, was amazed to discover that there was no mention whatsoever of even a two percentage point base rate rise, let alone five.

Odds against

NO FOOLS they. Bookmakers at William Hill yesterday refused to put odds on Nor-

tham Leonard

man Lamont, the Chancellor, quitting, because they thought he might step down before they could get the price out. A spokesman said: "The situation is so volatile we thought he could go before we decided what odds to offer." John Major did better. Despite the interest rate rises, the bookmaker was offering odds of five-to-one against the prime minister resigning on or before the next Budget day.

Brainwave

DESPITE his boyish laugh and penchant for singing *Okahoma*, few would dare suggest that Sir Colin Chandler, chief executive of Vickers — known as "young Col" to his colleagues — might consider having his head examined. Now, however, Sir Colin has voluntarily agreed to let the men in white coats take a look, in support of a £3 million City appeal for a new "snapshot" brain scanner for the National Society for Epilepsy. Sir Colin, heading the appeal, had his brain scanned last night at St Mary's Hospital, Paddington, west London, but whether the doctors found anything to explain the rare outbursts of song is not yet known. Those curious to discover the scan's findings will be able to ask Sir Colin tonight, when he launches the society's appeal at the Royal Horticultural Hall. As part of the appeal launch, Opera interludes will race through tour Mozart operas — with Sir Colin, no doubt, endeavouring to refrain from giving fullsome accompaniment to the performance.

Whilst the country continues to be ruled by policy-makers and decision-takers whose main interests are their

Coal deal and the recession

From Mr C. C. Green

Sir, The main article in the *Business Times* (September 11) entitled "Coal power deal puts more pits in danger" by Patricia Tehan and Ross Tienman, neatly points to some of the reasons why we are in such a deep recession.

First, current contracts, enforced upon the generators, National Power and PowerGen, by the government, to pay a premium on world coal prices have forced up the price of electricity to the consumer.

Second, new contracts due to come into force, as from March 1993, will run for five years, and will guarantee high profits to the generators, but the generators are unlikely to pass on any benefits to the consumers i.e. lower electricity prices.

Third, coal will be imported at a cost of 40,000 to 45,000 British coal workers jobs. Why? Because it is cheaper to do so and the interests of shareholders must be looked after.

It is, sir, the last point that saddens and angers me the most, in so much that British workers are dispensable, especially so in these times, for the pursuance of profit and shareholders' appeasement.

No doubt also the various directors will award themselves another "well deserved" (!) salary increase and the price of electricity will rise.

Whilst the country continues to be ruled by policy-makers and decision-takers whose main interests are their

Industry must face up to its green responsibilities

From Mr Paul O'Carroll

Sir, Your item "Business executives fail green test" (September 14) should surprise no one. As a recruitment consultant specialising in the environmental management sector, I can vouch for the fact that most British companies fall seriously behind their European and North American counterparts when it

comes to placing environmental issues on the agenda.

Even those who like to see themselves as more "enlightened" are merely reacting to impending legislation.

British industry must face up to its responsibilities and adopt a much more proactive environmental policy if it is to retain credibility and a com-

petitive edge. If, according to the survey, 33 per cent of business executives do not consider causing environmental damage to be a serious business offence, we may be in for a long wait.

Yours faithfully,
PAUL O'CARROLL

ECO 2000,
Environmental Recruitment.

11 Harley Street, W1.

Lloyds Bank Base Rate.

Lloyds Bank Plc has increased its Base Rate from 10.0 per cent to 12.0 per cent p.a. with effect from the close of business on Wednesday 16th September 1992.

The change in Base Rate will also be applied from the same date by Lloyds Private Banking Limited.



CO-OPERATIVE BANK PLC
PART OF THE CO-OPERATIVE MOVEMENT
1 Balloon St, Manchester M60 4EP. Tel: 061 832 3456

THE THOROUGHBRED BANK.

Lloyds Bank Plc, 71 Lombard Street, London EC3P 9BS.

Portfolio

PLATINUM

From your Portfolio Platinum card check your eight share price movements on this page only. Add them up to give you your total value. Then add the value of the dividend figure. If it matches you have won outright or a share of the daily prize money stand. If you win, follow the claim procedure on page 10. A new Portfolio Platinum card is available when claiming. Game rules appear on the back of your card.

No	Company	Group	Goals or loss
1	Hardy O & G	Oil & Gas	
2	Sherwick	Insurance	
3	Woolside	Oil & Gas	
4	Premier	Oil & Gas	
5	Pitman	Electrical	
6	Wilmott	Mining	
7	ADT	Industrial	
8	Woldley	Industrial	
9	Eurolinked Us	Transport	
10	Carlton Cott	Leisure	
11	FS Cons	Mining	
12	AB Elect	Electrical	
13	Rank Org	Industrial	
14	Jardine Math	Industrial	
15	PKI	Electrical	
16	Clyde Pet	Oil & Gas	
17	Croda	Chemicals	
18	HK Land	Property	
19	Reuters	Instrument	
20	Stakis	Hotels/Cat	
21	London Elect	Electrical	
22	Inducap	Industrial	
23	BPP	Newspaper/Pub	
24	Siebe	Industrial	
25	Multitone Elect	Electrical	
26	Redland	Building/Rds	
27	Gloucester	Mining	
28	Fisons	Industrial	
29	Nat Aust Bk	Banks/Div	
30	LGW	Industrial	
31	Takara	Industrial	
32	Minerva	Mining	
33	E Rand Gold	Mining	
34	IMI	Industrial	
35	Heritage	Drapery/Sex	
36	Bowater	Industrial	
37	Drafsstein	Mining	
38	Kanderstein	Mining	
39	MAI	Financial Trust	
40	Harmony	Mining	
41	St Helens	Mining	
42	Johnson Mat	Industrial	
43	Cable Wireless	Electrical	
44	Br Petroleum	Oil & Gas	
45	Times Newspapers Ltd	Total	

Please take into account any minus signs

Weekly Dividend

Please make a note of your daily gains for the weekly dividend of £4,000 in Saturday's newspaper.

MON	TUE	WED	THU	FRI	SAT	SUN

The £2,000 Portfolio Platinum prize was won yesterday by Mr G Wynne Owens, of Sevenoaks, Kent.

1992	High	Low	Company	Price	Net	Yld	%	P/E
1	349	318	Abbey Rd	318	318	2.2	6.2	23
2	348	318	Abt	318	318	2.2	6.2	23
3	345	318	Abtachair B	318	318	2.2	6.2	23
4	350	318	Abu New 2	318	318	2.2	6.2	23
5	350	318	Abu New 3	318	318	2.2	6.2	23
6	350	318	Abu New 4	318	318	2.2	6.2	23
7	350	318	Abu New 5	318	318	2.2	6.2	23
8	350	318	Abu New 6	318	318	2.2	6.2	23
9	350	318	Abu New 7	318	318	2.2	6.2	23
10	350	318	Abu New 8	318	318	2.2	6.2	23
11	350	318	Abu New 9	318	318	2.2	6.2	23
12	350	318	Abu New 10	318	318	2.2	6.2	23
13	350	318	Abu New 11	318	318	2.2	6.2	23
14	350	318	Abu New 12	318	318	2.2	6.2	23
15	350	318	Abu New 13	318	318	2.2	6.2	23
16	350	318	Abu New 14	318	318	2.2	6.2	23
17	350	318	Abu New 15	318	318	2.2	6.2	23
18	350	318	Abu New 16	318	318	2.2	6.2	23
19	350	318	Abu New 17	318	318	2.2	6.2	23
20	350	318	Abu New 18	318	318	2.2	6.2	23
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22	350	318	Abu New 20	318	318	2.2	6.2	23
23	350	318	Abu New 21	318	318	2.2	6.2	23
24	350	318	Abu New 22	318	318	2.2	6.2	23
25	350	318	Abu New 23	318	318	2.2	6.2	23
26	350	318	Abu New 24	318	318	2.2	6.2	23
27	350	318	Abu New 25	318	318	2.2	6.2	23
28	350	318	Abu New 26	318	318	2.2	6.2	23
29	350	318	Abu New 27	318	318	2.2	6.2	23
30	350	318	Abu New 28	318	318	2.2	6.2	23
31	350	318	Abu New 29	318	318	2.2	6.2	23
32	350	318	Abu New 30	318	318	2.2	6.2	23
33	350	318	Abu New 31	318	318	2.2	6.2	23
34	350	318	Abu New 32	318	318	2.2	6.2	23
35	350	318	Abu New 33	318	318	2.2	6.2	23
36	350	318	Abu New 34	318	318	2.2	6.2	23
37	350	318	Abu New 35	318	318	2.2	6.2	23
38	350	318	Abu New 36	318	318	2.2	6.2	23
39	350	318	Abu New 37	318	318	2.2	6.2	23
40	350	318	Abu New 38	318	318	2.2	6.2	23
41	350	318	Abu New 39	318	318	2.2	6.2	23
42	350	318	Abu New 40	318	318	2.2	6.2	23
43	350	318	Abu New 41	318	318	2.2	6.2	23
44	350	318	Abu New 42	318	318	2.2	6.2	23
45	350	318	Abu New 43	318	318	2.2	6.2	23
46	350	318	Abu New 44	318	318	2.2	6.2	23
47	350	318	Abu New 45	318	318	2.2	6.2	23
48	350	318	Abu New 46	318	318	2.2	6.2	23
49	350	318	Abu New 47	318	318	2.2	6.2	23
50	350	318	Abu New 48	318	318	2.2	6.2	23
51	350	318	Abu New 49	318	318	2.2	6.2	23
52	350	318	Abu New 50	318	318	2.2	6.2	23
53	350	318	Abu New 51	318	318	2.2	6.2	23
54	350	318	Abu New 52	318	318	2.2	6.2	23
55	350	318	Abu New 53	318	318	2.2	6.2	23
56	350	318	Abu New 54	318	318	2.2	6.2	23
57	350	318	Abu New 55	318	318	2.2	6.2	23
58	350	318	Abu New 56	318	318	2.2	6.2	23
59	350	318	Abu New 57	318	318	2.2	6.2	23
60	350	318	Abu New 58	318	318	2.2	6.2	23
61	350	318	Abu New 59	318	318	2.2	6.2	23
62	350	318	Abu New 60	318	318	2.2	6.2	23
63	350	318	Abu New 61	318	318	2.2	6.2	23
64	350	318	Abu New 62	318	318	2.2	6.2	23
65	350	318	Abu New 63	318	318	2.2	6.2	23
66	350	318	Abu New 64	318	318	2.2	6.2	23
67	350	318	Abu New 65	318	318			

ACCOUNTANCY TIMES

KPMG trimming its sails for challenge of changing Europe

BY EDWARD FENNELL

KLYNFIELD Peat Marwick Goerdeler is big. Measured by fee income of \$6 billion in 1990-91, which will rise when the accounts are drawn up for the year to end-September, KPMG is the biggest accountancy firm in the world and a substantial multinational business. Unlike most big multinationals and even a few accountancy firms, however, it is a federation rather than a centrally run organisation. That helps explain why more than 300 partners from almost 70 countries hit town this week for an international partners' conference likely to cost about £1 million.

This is the first annual conference to be held in London since KPMG was created in 1986 by the merger of the Anglo-Saxon Peat Marwick and the European-oriented KMG Thomson McLintock. Based at the Hilton and occupying a large part of the hotel's accommodation along Park Lane, the KPMG partners are reaching the end of four days of hard talking in formal sessions, meetings of key partners and workshop sessions on topics such as pricing and handling multi-national clients.

Jim Butler, the London-based chairman of KPMG International, said: "The

theme of the conference is renaissance Europe. One of the reasons we are holding it here in London this week is to coincide with the UK's presidency of the European Community."

Unfortunately, the prospects for Europe have dimmed since the venue and the theme were set, but Mr Butler rejected the idea that the present uncertainties were casting a shadow over the conference. "It's not quite the triumphal progress to unity that perhaps we had expected, but whatever the outcome of Maastricht, the European market and our need to service it will go on."

KPMG offers a model that the world's politicians might like to imitate. The firm is the most European of the big six and is formally headquartered in Amsterdam. Within Europe, where KPMG is strongly represented in the main countries, there is close co-operation across borders but the relationships are based on what Mr Butler calls "strong national firms".

He said: "Full co-operation between the KPMG firms in Europe is essential. Tax, M&A and management consultancy, for example, are marketed on a pan-European basis. But to suggest any kind of fusion between the various national



Renaissance man: Jim Butler sees new horizons for KPMG

firm would be unrealistic."

These are not easy times for the big firms of accountants. Having expanded on the bubble of '80s' exuberance, they are struggling to adapt to the recession and the trail of damage left in its wake.

Litigation inquiries are not far from the minds of Mr Butler and his colleagues on the executive committee. They are keen that a better under-

standing be fostered in the business community of the limits of their responsibilities. There is also a possibility of eventual mandatory separation in the European community of accountancy and consultancy functions. Mr Butler argued: "Really it is not a deeply serious concern, at least in the foreseeable future — if it were we would hardly be meeting in London with the agenda we have". Among the most important long-term issues being discussed this week are how to continue the international expansion of the firm. Poland, Czechoslovakia and Hungary have been areas of considerable success but there is a distinct wariness about a significant investment elsewhere in eastern Europe. "Instead the balance of new investment will turn towards Asia and the Pacific rim," Mr Butler said.

He foresees no more mega mergers between the leading firms, though he still does not dismiss the possibility of the Arthur Andersen consultants being "spun off", leaving the accountants free to resume merger negotiations with Price Waterhouse. KPMG worldwide is now trying to emphasise quality rather than size. As a result, partners are being advised to think carefully before taking on new clients.

"We have to be very hard-headed these days about risk management," Mr Butler said. "It will be one of the priority areas in our workshops' discussions."

bridge on Sunday to help research into muscular dystrophy — all part of that new high-risk image.

Bushell expelled

FRED BUSHELL, a former Group Lotus chairman who was jailed for three years and fined £2.25 million in June for the De Lorean fraud, has now suffered the ultimate humiliation — expulsion from the ICAEW and £250 costs.

JON ASHWORTH

ACCOUNTANCY & FINANCE

071-481 9313
FAX 071-782 7828

New horizons for ACCA

ACCA, famed for its nice little earned in Hong Kong, where it has 4,000 members and 14,000 students, has found a new and limitless market — the People's Republic. David Wu Wei Jun, 26, from Peking, has passed his final examinations to become China's first certified accountant. A further 125 are already on ACCA's training programme, about 100 working in Finkin.

High-rise cash

MINDFUL of the need to keep up good relations with its neighbours, Price Waterhouse

has added £100 to the £105,000 or so raised for Guy's Hospital during the 330ft abseil down Southwark Towers earlier in the summer. It came from a balloon race started at the firm's annual summer party for the media on July 1. Star of the evening was Michael Bishop, partner in charge of executive and benefit services, whose balloon was eventually found 25 miles east of Orleans, central France. Meanwhile, not to be outdone, 20 Ernst & Young accountants jumped off the ICAEW and £250 costs.

JON ASHWORTH

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Ref Pd

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Reporting to the Financial Controller the successful applicant will be responsible for the financial and economic evaluation of new products and the management reporting of a major new project, in addition to general expenditure analysis, budget and cost control.

The appointee will also be expected to help in the development of management information systems.

Applicants should be qualified and be able to demonstrate relevant experience in the field of publishing.

Closing date for applications: Friday 25 September 1992

No Smoking Office

Write enclosing a current CV and giving a daytime telephone number to: Christine Crispin, Personnel Manager, Glass's Guide Service Ltd, Elgin House, St George's Avenue, Weybridge, Surrey KT13 0BX

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GLASS'S GUIDE

Andy Martin examines the enduring appeal of ice dancing's Torvill and Dean

Magic that makes a public romance

Unlike Anthony and Cleopatra, Dido and Aeneas and Burton and Taylor, Torvill and Dean are a great romantic duo fated never to split up. They are handcuffed together more effectively than by any marriage vows.

"We can't afford to change partners," Christopher Dean said. "It would take years to adjust to someone new."

In reality, they are hitched to other people. "But we spend far more time together than any normal married couple," Jayne Torvill added. "Rehearsing, performing, living out of the same suitcase."

Like Morecambe and Wise, Jack and Jill and ham and eggs, they are indissolubly wedded in the collective psyche. But how is it that two English people, with not a trace of hot Latin blood between them, almost ordinary were it not for their semi-miraculous ability on skates, come to embody, at the end of the twentieth century, our idea of starry-eyed romance?

"It's a mystery," said one. "Perhaps it's something to do with the media," said the other.

Whereas many international sports stars blame journalists for putting them down and planting skeletons in their cupboards, Torvill and Dean remain modest enough to attribute their success to hype and global gullibility.

I was sceptical. In this case at least, the media only registered rather than raised the temperature of public emotion. In search of a more convincing explanation, I joined the throng at the G-Mex in Manchester, an ex-Victorian railway station, now a sports arena, where *The Best of Torvill and Dean* has been running prior to opening at Wembley Arena today.

Sitting next to me was Jane McIntyre, one of the producers who is also a genuine fan. She never misses a performance. "Put your notebook down," she urged me. "You might miss something."

We were so close to the action, we were showered with ice on some of the tighter turns. "Look, look! It's all in the way they gaze into each other's eyes."

Yet there had to be more to it than mere eye-contact. Here



Ever the happy couple: away from the ice and the public gaze, Torvill and Dean can still relax before returning to the spotlight

were a couple who were not even going steady, who took their clothes off only to whip on another glittering costume, and moreover did their courting on ice (rather than, say, the beach or on horseback, with orgasmic waves or galloping hooves for soundtrack), and yet somehow managed to symbolise the publicly acceptable face of the erotic.

They started off with one great advantage. Like D. H. Lawrence, they both come from Nottingham. So there was bound to be an element of *Lady Chatterley's Lover* and *Women in Love* in Bolero. On the other hand, not everyone from Nottingham goes on to overwhelming victory in Olympic ice dancing.

Sometimes, I pity the poor devils who win gold medals particularly with perfect scores. With a full hand of ten-out-tens, all that's left is to repeat yourself or deteriorate. "After we won, every door was

open to us," Torvill said. But they all led towards the professional skating circuit and slots in existing shows which would simply recycle their past routines.

It was during a sabbatical in Australia where they came under the influence of Graham Murphy, a choreographer with the Sydney Dance Company, that they decided to move sideways out of the sporting arena into pure show

business. The shift was at once liberating and traumatic.

"There were no more rules and regulations: we had to make all our own choices," Dean said. "Before, we knew we had 4½ minutes to fill, with maybe only four different routines a year. After, it was more like four a night, day in, day out."

For their present show, Torvill and Dean have

teamed up with the Ukrainian Ice Spectacular, an ensemble that can summon up, with equal facility, such diverse utopias as a pre-communist Russian village at Christmas, full of jolly sets and benevolent aristocrats (Torvill and Dean), Scheherazade-type Oriental harems visited by Robin Cousins (the raunchy solo operator), and corny mid-West hoe-downs.

It was the Unified Team which gave me the decisive clue, when I recognised the same memorable faces and bodies popping up disguised in fur hats or cloth caps, silk bodices or check shirts. In the same way, as I watched the perfectly-synchronous Torvill and Dean performing their supercially-varied dances — *Echoes of Ireland*, *Oscar Tango*, *Stormy Weather* — it struck me that the thousand-and-one manoeuvres and lifts and passes of their choreography boiled down, essentially to just two recurrent moves.

In *Beyond the Pleasure Principle*, Freud describes his grandson dangling a doll over the edge of his pram and then reeling it back in, exclaiming alternately *for* (gone away) and *da* (here). The child, according to Freud, is enacting the fundamental drama of loss and recovery, separation from and return to womb and mother. So, similarly, when Christopher Dean lets Jayne Torvill slip through his arms and then hauls her back in again, they are playing the *for-da* game, repeating the same dialectic of rupture and reconciliation.

The reason why we love Torvill and Dean is because they state out our deepest fears and desires of losing someone and getting him or her back again. And through it all they somehow manage to stay on their feet.

Career highlights

European champions 1981, 1982, 1984

World champions 1981-4

Olympic champions 1984 (at Sarajevo)

World professional champions 1984, 1985, 1986

Awards:

Jacques Fauvel Trophy

BBC Sports Personality and Team awards

136 perfect marks of six when amateurs (record)

Christopher Dean

Born: Nottingham, July 27, 1968

Former job: policeman

Married: Isabelle Ducheene, French ice dancer, 1981

Children: none

Jayne Torvill

Born: Nottingham, October 7, 1967

Former job: insurance clerk

Married: Phil Christensen, sound engineer on the *Phil Collins* roadshow, in 1990

Children: none

Christopher Dean

Born: Nottingham, July 27, 1968

Former job: policeman

Married: Isabelle Ducheene, French ice dancer, 1981

Children: none

SPORTS LETTERS

Machine superior to man

From Mr Jeff Uren

Sir, Motor racing drivers always start out on their chosen sport pleading, even begging, for opportunity to prove themselves. Each believes in himself, not always rightly, and pledges loyalty and eternal gratitude for the chance to inflate his ego.

Once they get anywhere near to being successful, who or whatever it may be to do, their whole outlook changes.

I have followed Nigel Mansell's career and cringed at his eternal whingeing. I accept that he is a brilliant driver, but, as an Englishman, I am embarrassed and ashamed at the way he conducts himself once out of the car.

It is regrettable that for 12 months or so he must carry the mantle of world champion. It will be a relief that he is not to be seen in Formula One. Should he race in the United States next year, they may suffer him more willingly.

I hope that in years to come he will reflect that he had the good fortune to drive the very best car in 1992, one in which many men would surely have become champion, and thank

Frank Williams's genius as an organiser for having made it possible.

Yours faithfully,

JEFF UREN,

Kenton,

Stapleford,

Ashburton,

Devon.

From Mr Adrian Brodin

Sir, The Williams-Mansell saga only seems to highlight the fact that, sadly, the era when man rather than machine was a significant factor in determining the outcome of a grand prix has long since gone and this is underlined by Ayrton Senna's recent statement that, unless he can drive a Williams in the world championship next year, he prefers not to drive at all.

Adding to this "Noah's Ark" nature of many grand prix grids — when team-mates in similar cars set almost identical practice times — it is not difficult to conclude that, in the modern era, Formula One drivers are indeed the replaceable light bulbs they were once described as some years ago.

Nonetheless, despite Mr Wakeham's undoubted good intentions, it is clear that he knows little about the complexities of contracting accom-

modation and essential services at major events. For the record, and in the interests of accuracy, I would point out:

1. No one was required to pay final balances until after accommodation details were advised, commencing early April 1992.

2. We paid substantially higher than normal rates for accommodation which was sourced from other tour operators (but still considerably lower than rooms purchased directly from hotels), hence our tour prices bore little resemblance to those in summer holiday brochures, and even less to last-minute discounted offers.

3. Mr Wakeham refers to

distance, disco and revelry in the hotel accommodation contracted. The inference is that something quiter, and closer to Barcelona, was readily available, but somehow overlooked by us. As anyone who knows anything about the Spanish tourism industry will tell you, the hotels of the

city were once described as some years ago.

Yours faithfully,

ADRIAN BRODIN,

93 Kingsley Way, N2.

No easy solution

From the Secretary of Queens Park Rangers

Sir, In response to Mr John Monday's letter (September 10), I admit that the crowd for the Arsenal match exceeded expectations, which is why our box office staff informed him that he should have no difficulty in gaining entry to the terraces.

If the match had been made all-ticket, no tickets would have been for sale on the day. However, such a decision needs to be made approximately six weeks in advance, if for no other reason than to ensure that fans are fully aware of it. The last time we had an all-ticket match was last season, against Leeds United, who were chasing the championship at the time and we were on an excellent run.

The attendance that evening was 16,641 and there were several hundred outside the ground who were refused

entry as they had not purchased a ticket in advance — not our ruling, but one laid down by the various authorities.

I do not deny what Mr Monday might have been told when he rang our general enquiries after the match, but I can assure him that our box office had not deliberately been selling tickets to fans for the last two days. The problem of touts is one which I could explain in more detail, but it would probably take several pages to do so. Suffice it to say that they have been known to send young children and senior citizens into the box office to buy six tickets (for a small reward), and one can begin to imagine the problems faced by the box office staff.

The problems experienced that evening by supporters who were unable to gain entry is not one that the club enjoys, but there is really no easy solution.

We can only apologise for the inconvenience Mr Monday was caused.

Yours faithfully,

SHEILA F. MARSON,

Secretary,

Queens Park Rangers Football and Athletic Club Ltd.,

Rangers Stadium, W12.

Sports Letters may be sent by fax to 071-782 5046.

They should include a daytime telephone number.

is just under 23,000, we have approximately 1,800 seats which are never put on sale due to obstructed views, a design fault that does create further problems.

Perhaps the answer is for the club to publish a revised capacity, although there has been the very odd occasion when these seats were put on sale at the very last minute at a very cheap price, but the complaints afterwards do not really warrant this.

We can only apologise for the inconvenience Mr Monday was caused.

Yours faithfully,

PETER HORSEY,

94 rue Nollet,

Paris 17, France.

With a rather fetching pink cap.

I would suggest that in 1855, days of wooden-toed boots and leather, nailed-on footgear, the players were far more likely to be real men than today's pampered superstars.

Yours faithfully,

J. R. KELLY,

43 Hewitt Grove,

Wincham,

Northwich, Cheshire.

I wonder how someone with the background and credentials of Ted Dexter can ever look an interviewer or a camera in the face again. He and

with a rather fetching pink cap.

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I would suggest that in

Night Melody to make long trek pay

TWELVE months ago Richard Hannon sent Miss Nosey Parker on the long journey from Wiltshire to Ayr to win the Timeform Harry Rosebery Trophy.

Now the season's leading trainer has the likely winner of the corresponding race in the shape of Night Melody.

The winner of six of his 13 starts this year, Night Melody was surprisingly beaten at Folkestone last Thursday. However, as it was by only a head and a half length that he succumbed to Misty Jenii and Jallaaf that day it cannot be said that he ran badly. Both of the first two were backed to beat him.

Earlier Night Melody had been successful at Brighton, Newcastle, Catterick Bridge,

Thirsk, Doncaster and Salisbury.

Importantly, as far as today's race is concerned, there are key form lines through the consistent Nominator which give Night Melody the clear beating of all his four rivals.

Nominator, who was placed behind Night Melody at both Doncaster and Thirsk, has since succeeded in beating Field Flyer at Pontefract.

After that both Field Flyer and Laurel Delight were held at bay by Hamsah at Warwick on the same terms. Nominator also finished in front of Lord Olivier in the Rosses Stakes at York.

Since then Lord Olivier has returned to the Knavesmire where he and Wilshe Gan finished third and fourth re-

MICHAEL PHILLIPS

spectively in the race won by Palacegate Episode.

For Hannon, Night Melody could be the first leg of a double on the Scottish track with Blazing Soul another likely winner for the East Easleigh handler in Tattersalls Maiden Auction Stakes Series.

Darryl Holland, who rides Blazing Soul, could well imitate a double on Peter Chapple-Hyam's Toledo Queen in the EBF Hall Farm Stud Maiden Fillies' Stakes.

Toledo Queen was deemed good enough to contest the

Queen Mary Stakes at Royal Ascot after finishing a promising third behind Paul Cole's good filly Bright Generation and yesterday's Beverley winner Latest Flame on her Cheltenham debut.

Holland also has a sound chance on Bandoline in the Bognie Cup but he may just be thwarted here by the consistent Ahsayyah.

The winner of the same trophy two years ago, Ahsayyah has run well enough on his last two visits to Ayr to suggest that a second victory is more than possible, notably when beaten a head by Farat in the Tennent Trophy.

At Lingfield, Ideal Candidate, who succeeded in putting Farat firmly in his place at Goodwood last Saturday,

looks capable of defying a 5lb penalty in her current form in the Jardine Insurance Brokers Handicap.

She is clearly on a high and when fillies show that sort of ability in the autumn they are invariably worth following.

Finally, John Reid, who can seldom have ridden a finer race than he did in Ireland on Sunday when winning on Dr Devious, is now taken to land the cup in the royal colours on Zenith in the EBF Wilbury Maiden Fillies' Stakes at Beverley.

The Queen's daughter of Shirley Heights has already shown sufficient ability when second at Goodwood, and Salisbury to suggest that she can go one better in this less testing company.

LINGFIELD

MANDARIN
2.20 Aeema Amaam, 2.50 Stroka, 3.20 Ideal Candidate, 3.50 Pharaoh's Dancer, 4.20 Peleyp Prince, 4.55 Tapis Rouge, 5.25 Ecu De France.

THUNDERER
2.20 Across The Bow, 2.50 Palaegeate Prince, 3.20 Ideal Candidate, 3.50 Cheveux Mitchell, 4.20 Cranfield Comet, 4.55 Tapis Rouge, 5.25 Ecu De France.

Richard Evans: 3.20 Ideal Candidate, Newmarket Correspondent: 4.55 TAPIS ROUGE (nap).

GOING: GOOD (GOOD TO FIRM PATCHES ROUND COURSE); A-W. STANDARD, DRAW: HIGH NUMBERS BEST UP TO 140/40; A-W. 5F-6F, LOW TO MIDDLE NUMBERS BEST 88

2.20 EBF PUTNEY MAIDEN STAKES

(All-weather, 2.2F, 5f, 70 (16) (runners))

1 A CROSS THE BORDER 11f (1st) Ballyg 3-4 ... S Walborth 5
2 ANAMAH AMARAS 9f (2nd) J. Clegg 3-0 ... S Cawson 13
3 362 BANBURY BREEZE 10f (3rd) J. Clegg 3-0 ... S Cawson 13
4 DON TOTORO 11f (4th) J. Clegg 3-0 ... S Cawson 13
5 G GET SUNDAY SPORT 9f (5th) G. Carter 2 ... G Carter 2
6 KITTOU P 9f (6th) ... T. Odell 1 ... T Odell 1
7 RUMS C 9f (7th) ... W. Cawson 13 ... W. Cawson 13
8 RESTART 117f Lord Antelope 5-4 ... D. Hartson 4 ... D. Hartson 4
9 10 SEAS SYRUP 12f (8th) G. Carter 2 ... G. Carter 2
11 11 CROFTON 11f (9th) J. Clegg 3-0 ... S Cawson 13 ... S Cawson 13
12 12 CROWN CARNIVAL 43f (10th) J. Clegg 3-0 ... S Cawson 13 ... S Cawson 13
13 13 MONSIEU 43f (11th) J. Clegg 3-0 ... S Cawson 13 ... S Cawson 13
14 14 REPUBLICA 5f (12th) ... C. Hester 2 ... C. Hester 2
15 15 STARLIGHT ROSE 10f (13th) J. Clegg 3-0 ... S Cawson 13 ... S Cawson 13

3-1 Anemah Amaam, 2.50 Stroka, 4-1 Triple 3-2 Kicks, 5-1 Across The Bow, 10-1 Crepon, 12-1 Don Totoro, 16-1 others

GOING: GOOD (GOOD TO FIRM PATCHES ROUND COURSE); A-W. STANDARD, DRAW: HIGH NUMBERS BEST UP TO 140/40; A-W. 5F-6F, LOW TO MIDDLE NUMBERS BEST 88

4.20 KINGSTON HANDICAP

(All-weather, 2.2F, 5f, 70 (10))

1 A 8200 VERY NICE 10f (10th) W. Munn 4-10-0 ... T. Odell 10
2 8205 SYLVAN BREEZE 10f (11th) G. Carter 2 ... S. Cawson 13
3 8206 SYLVAN BREEZE 10f (12th) G. Carter 2 ... S. Cawson 13
4 8210 CRANFIELD COMET 3f (13th) J. Clegg 3-11 ... G. Carter 1 ... G. Carter 1
5 8212 SERIOUS JERRY 10f (14th) G. Carter 2 ... G. Carter 2 ... G. Carter 2
6 8220 STONEHORN DANCER 14f (15th) G. Carter 2 ... G. Carter 2 ... G. Carter 2
7 8220 SPLENITE 15f (16th) J. Clegg 3-11 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
8 8222 STONEHORN DANCER 14f (17th) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
9 8223 STONEHORN DANCER 14f (18th) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
10 8224 MOSSY ROSE 12f (19th) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
11 8224 DARIANAH 12f (20th) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
12 8224 FAIR BREEZE 28f (21st) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
13 8224 CHARGED KAREN 14f (22nd) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
14 8224 CANTELE F 11f (23rd) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2
15 8224 FAIR BREEZE 28f (24th) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

3-1 Canale, 4-1 Crepon, 5-1 Cullen, 6-1 Don Totoro, 7-1 G. Carter 2, 8-1 G. Carter 2, 9-1 G. Carter 2, 10-1 G. Carter 2, 11-1 G. Carter 2, 12-1 G. Carter 2, 13-1 G. Carter 2, 14-1 G. Carter 2, 15-1 G. Carter 2

GOING: GOOD (GOOD TO FIRM PATCHES ROUND COURSE); A-W. STANDARD, DRAW: HIGH NUMBERS BEST UP TO 140/40; A-W. 5F-6F, LOW TO MIDDLE NUMBERS BEST 88

4.55 BARNES GRADUATION STAKES

(3-Y-O 2f, 245f, 1m, 3f 105d) (3))

1 051 RAINBOW 9f (VCD) F. Dunlop 5-10-0 ... W. Cawson 1 ... W. Cawson 1 ... W. Cawson 1

2 052 TAPIS ROUGE 25f (D.G.S) H. Clegg 5-10-0 ... S. Cawson 1 ... S. Cawson 1 ... S. Cawson 1

3 053 TAPIS ROUGE 25f (D.G.S) H. Clegg 5-10-0 ... S. Cawson 1 ... S. Cawson 1 ... S. Cawson 1

4 054 CROWN COMET 3f (1) F. Dunlop 5-10-0 ... J. Clegg 3-11 ... G. Carter 1 ... G. Carter 1

5 055 SERIOUS JERRY 10f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

6 056 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

7 057 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

8 058 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

9 059 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

10 060 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

11 061 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

12 062 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

13 063 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

14 064 VICTORIAN ROSE 12f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

15 065 CRYSTAL STORE 24f (T. H. Jones) J. Clegg 3-11 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

16 066 SILVER STAR 24f (D. H. Jones) J. Clegg 3-11 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

17 067 EQUUS 24f (D. H. Jones) J. Clegg 3-11 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

18 068 SWISS MOUNTAIN 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

19 069 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

20 070 STONEHORN DANCER 14f (D.G.S) G. Carter 2 ... G. Carter 2 ... G. Carter 2 ... G. Carter 2

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49 099 STONEHORN DANCER 14f (D.G.S) G. Carter 2

Champions disrupted by old dispute

Bath officials step down as players force confrontation

By DAVID HANDS, RUGBY CORRESPONDENT

BATH, winners last season of both the Courage Clubs Championship and the Pilkington Cup, will begin the defence of their league title on Saturday without two leading officials, after the resignation on Tuesday night of Roger Berry, the club chairman and John Roberts, chairman of their ground committee and a former club captain and president.

Yesterday, the club released an unvarnished statement confirming the dual resignation at its management committee meeting. Both men were members of the new seven-strong executive committee, established during the summer after criticism that the administrative structure was top-heavy, and a meeting is expected next week to determine their successors.

World Cup campaign starts early for Scots

By ALAN LORIMER

SCOTLAND have made an early start to their preparations for the World Cup sevens in April by announcing a squad of 27 players for the event.

Duncan Paterson, the Scotland team manager, stressed, however, that others could still force their way into the squad. "We are keeping an open-door policy," he said yesterday.

Gala, who won the Selkirk sevens by beating a Northampton team which had knocked out the Scotland side, are rewarded by having four players in the squad.

Scotland will play in the Dubai tournament on November 19 and 20 and in the Hong Kong sevens on March 27 and 28. Most of their training will take place in the five nations' championship. Paterson admitted that there would be extra demands on certain players, but said: "We cannot avoid this situation with such a lack of numbers in Scotland. We simply do not have enough good players."

SQUAD: Baden, B Appleton (London Cheltenham), G Armstrong (Bedford), G Chisholm (Glasgow), G Dodd (Cardiff), G Farnham (Cardiff), C Garside (Harrow), P Jardine (Stirling County), N Logan (Shire County), D Millard (London Scottish), B Morgan (Sheffield), P Mowbray (London), A Pugh (Cardiff), P School (Preston), G Stile (Mersey), D Stark (Brougham), G Townsend (Gateshead), S Bennett (Kosciusko), J Corcoran (Gateshead), S Garside (Harrow), R Kirkpatrick (Lidderdale), I Monro (London Scottish), B Remnick (Hawick), A Robins (Rugby), M Scott (Edinburgh Academicals), D Tupper (Mersey), P Wainwright (Edinburgh Academicals), G Weir (Mersey).

RUGBY LEAGUE

Salford move for Gallagher

By CHRISTOPHER IRVINE

SALFORD want to resurrect the career of John Gallagher, the former All Black full back, whose star has faded to the point of invisibility during two wretched years at Leeds.

The new willingness of Leeds to release Gallagher, 28, halfway through his four-year contract, is being pursued by Salford through talks with Alan McComb, his agent.

Given his playing limitations, and Salford's limited resources, Gallagher might have to lower substantially his sights from the £40,000 a season he receives from the Headingley club.

In spite of a significant loss on the record £350,000 deal that took him to Leeds in 1990, the club is anxious to rid itself of someone now regarded as a liability.

For Gallagher's own sake, a

nine first team appearances in the past 12 months under Doug Laughlin, the Leeds coach, who has criticised his lack of tackling.

Kevin Tamai, the Salford coach, has already rescued David Young, the former Welsh forward, another expensive rugby union import signed by Leeds and quickly rejected.

"We will be making a move for Gallagher," Tamai confirmed yesterday. "He was a hero in New Zealand at rugby union and there is no reason why he still can't be a big success over here in rugby league."

After a reasonably solid first season, during which he made 30 appearances and scored 13 tries, Gallagher has resided in the reserve side, making only

loan to the New Zealand utility back, Morvin Edwards, who is now surplus to requirement on Leeds' overseas quota with the arrival today of his countryman, Kevin Iru.

Dennis Ramsdale, the former Wigan winger, has been appointed caretaker manager at Leigh after the resignation of the manager, Jim Crellin.

Crellin and his assistant, Ray Clark, decided they had enough after only three matches in charge.

None of this concerned Britain's other vaulter, Nick Buckfield, who cleared 5.10 metres to lead the qualifiers with Sergey Voronin, of the United Team. Jones remained optimistic that Winter would be none the worse for his disturbing experience when it comes to the final.

But there is no doubt Darren Campbell's confidence. After winning his second round 100 metres in no less certain fashion than he had won the first, he disappeared down the tunnel before remembering that there was a big screen outside showing replays. Juniors are not used to such luxuries.

Rushing back out, what he saw was a re-run of a performance which equalled his best 10.37sec. Only Ato Bolden, of Trinidad, ran faster, 10.29sec, but Campbell performed into a headwind, Bolden with a tailwind.

Winter left the stadium believing he had been eliminated after managing only 4.90 metres, 60 centimetres below his best this season. Max Jones, the British team's chief coach, was left trying to contact him by telephone from the stadium, concerned that he might waste energy fretting over failure.

Only 12 athletes should be in the final but there are 15 because 11 cleared 5.00 metres or higher and four 4.90 metres. Instead of the twelfth place going to Christian Tamminga, of Holland, who made the fewest attempts at the 4.90 cut-off, as the rule directs, all four were allowed through.

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It has given me the confidence to come here knowing that Britain can sprint and beat the Americans," Campbell said. One favourable omen: Christie won in Barcelona in the absence of Carl Lewis, the world No. 1, and Lewis's junior counterpart, Ricky Carrigan, is not here.

Christie himself has nominated the Salt Harrier as a man with a future. Campbell in mind.

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When Linford Christie retires, Britain will have a gap to fill. Is Campbell up to the job? He is the European junior champion in both sprints and

best golf of her life. She took last week off after losing to Nancy Lopez in a play-off in America, but seems to have lost none of her edge. In practice here, she hit driver, driver and was on the 18th green in two at a 550-yard hole.

The Scottish contingent, without a win this year, has been strengthened by the presence of Pam Wright and Elaine Farquharson. Wright, usually based in America, is acclimatising herself for the Solheim Cup and Farquharson, a member of the Curtis Cup team in June, is making her first appearance on tour, having turned professional.

Montgomery. "I think only Anders, Ollie and Monty can catch me now," he said. "But it will still be a matter of concentration this week. There are always a lot of outside disturbances at this tournament — the photographers seem to take pictures of everything from my back

swing to the food I put in my mouth."

"You need immense concentration to succeed here, and it's difficult to block it out altogether. This is more a fashion show than a golf tournament."

This from a man who is a walking embodiment of the gospel according to St Pringle, patron saint of golf sweaters.

To be fair, he rapidly added the rider that the Lancome was a great tournament.

"There are distractions, but that's why we're playing for so much money. We've just got to educate the people. Concentration will have to be my 15th club this week," he said.

So it went on. Question and answer, talking, talking.

And then, just as the conversation was slowing down, and prompted, no doubt, by all the earlier talk of mannequin displays and the like, Faldo was asked by a diminutive and perpetually impish member of the press corps if he had ever been tempted to tread the boards himself, just as the late Sir Henry Cotton once did on the stage of the London Palladium.

Faldo smiled a quiet smile and said it had not crossed his mind. "I can't sing or dance," he said.

Those who heard him merrily declaiming "My Way" after his Muirfield triumph will forgive his modesty about the singing hit.

There have been few

public renditions of the classic ballad more deserving of modesty from its performer.

Groveling humility might have been more in order. Don't give up the day job, Nick.

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Challenger: Forsbrand is one of three men Faldo fears

Faldo on course for European title

FROM MEL WEBB IN VERSAILLES

Card of the course

Hole	Yds	Par	Hole	Yds	Par
1	456	4	10	384	4
2	399	4	11	417	4
3	207	3	12	189	3
4	432	4	13	320	4
5	374	4	14	367	4
6	451	4	15	437	4
7	183	3	16	505	5
8	509	5	17	423	4
9	383	4	18	209	3
Out	3,245	35	In	3,411	35
Total yds	6,756		Par	70	

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ATHLETICS

Vaulter given unexpected final chance

David Powell, Athletics Correspondent, reports on rules being waived for a Briton at the world junior championships in Seoul

because of injury. One thing Christie never had to worry about was his supremacy in Britain, but Campbell might.

Jason Fergus, with a best of 10.96sec at the start of the season, is now down to 10.44sec after his first-round victory. Fergus and Bolden would be the ones to watch in the final today, Campbell said.

For the moment at least, parity exists between Britain's women sprinters and its men, a feeling long lost at senior level. Both 100 metres representatives, Kath Merritt and Donna Hoggart, came through the opening rounds, running personal bests: Merritt 11.52sec and Hoggart 11.61sec. However, in the company of two good Jamaicans and Marion Jones, who failed only narrowly to qualify for the United States Olympic team, no medal is expected.

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Blackburn lose their unbeaten record

Shearer scores two more goals but is upstaged by Cottee

By LOUISE TAYLOR

BLACKBURN Rovers suffered their first defeat in the Premier League on Tuesday when Everton won 3-2 at Ewood Park. Tony Cottee, making his first appearance of the season following a knee operation, scored two opportunities for Everton, whose other scorer was John Ebbrell.

Alan Shearer scored twice for Blackburn to take his tally to eight in eight games, which makes the England forward the Premier League's leading scorer. Everton lost Mark Ward with a broken leg in the seventh minute after a head-on tackle from Mark Atkins, who was booked.

Ironically, it was the Everton substitute, the Polish international, Robert Warycha, who was largely responsible for some of their best football. Cottee is still available for transfer but, if he continues in this sort of form, is likely to find himself an important role to play at Goodison Park.

West Ham United may be temporarily absent from the game's hierarchy but they still know how to play the passing game, as they proved by

Club fine faces Speedie

DAVID Speedie, fined by a Jersey court for his part in a bar brawl with his Southampton team-mates, may also be fined by the club. His manager, Ian Branfoot, said any disciplinary action would be a private matter and not for public consumption.

Speedie and Terry Hurlock, who were at the centre of the fracas in the bar of the Grand

Hotel in Jersey, have since made up their differences, Branfoot said.

□ Gordon McKeag, the Football League president, yesterday reluctantly accepted Stuart Webb's resignation from the board of directors.

Webb has had to step down following his 3-0 win against Northampton Town at Underhill.

THE BRITISH

Cambridge United will be

reinstated to the third division

if they can improve on the

form they showed at the

Manor Ground, where Oxford United won 3-0. John Beck's troubled team are only one place off the bottom after a game in which Oxford had

Jim Magilton sent off.

This robust contest produced seven bookings and during it Jon Sheffield, the Cambridge goalkeeper, was struck by a coin thrown from the crowd. Police are investigating the incident.

The first division's other match saw Millwall draw 0-0 at Peterborough. Afterwards Peterborough confirmed that they had sold David Robinson, their promising central defender, to Notts County as replacement for Craig Short, who has joined Derby County for a fee of £2.5 million.

York City remained top of the third division after their 4-2 win at home to Hereford United while Barnet are second, with a 100 per cent home record, following their 3-0 win against Northampton Town at Underhill.

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THURSDAY SEPTEMBER 17 1992

Frenchman expresses regret at end of prospective partnership with Mansell

Prost denies freezing out Senna

BY NORMAN HOWELL

ALAIN Prost, the former world drivers' champion who was widely believed to have put a veto on Ayrton Senna joining him in the Williams Formula One motor racing team next season, has insisted that was not the case. "Contrary to everything that has been said, nobody is excluded," Prost said yesterday.

The Frenchman, whose antipathy towards Senna is well documented, declared that if the two drivers compete as colleagues, it would be "war from the first day" to establish supremacy. By contrast Prost made it clear that he had always been happy to drive with Mansell and said he was very upset that it had been thought he had been the prime cause for the Englishman's departure from Formula One.

"All that has been said and written is untrue. Frank's idea was to have me and Nigel in the team. Then Senna threw everything up in the air with his statements. And it saddens me to think that people felt it was my fault."

Senna, three times world champion, offered to drive for Williams "for nothing" earlier in the season, and claimed Prost had signed for Williams on the condition that he did not have to team up with the Brazilian.

Prost said that he and Mansell had agreed equal No. 1 status, technically and financially. "We had worked it all out. It was such a simple deal, now it's really complicated," he said.

Prost reiterated that he had not signed for Williams, and revealed that he had been talking for a long time with McLaren. "But Ron Dennis told me to be patient and he still does not know what engine he will have next year," he said.

The triple world champion confirmed that the final decision lay only with Williams. "It's up to Frank. And depending what he offers me I will decide. It's that simple; I'm a free man."

Prost's words seemed to contradict much of what has been written about his relationship with Williams that he had signed as far back as February, that he had been bulldozed into the team by Renault and Elf.

Prost who has won 44 of his 184 grands prix, said he wanted a two-year contract to drive again.

Believed to be on 15 million dollars a year with Ferrari, the 1985, 1986 and 1989 world

champion took a one-year break this season after being dismissed by the Italian team. He said the Williams drivers should be known by next week, before the Portuguese grand prix.

"I wanted to race in good conditions. At this moment in time I do not know if that's the case," he said. He estimated his chances of driving for Williams at between 60 and 70 per cent, but would not say if the conditions related to who the other driver would be in 1993.

"I'm looking forward to working with Patrick Head (Williams' chief designer) and, of course, the challenge of winning with a French engine," he said. But he quickly tried to cover up his tracks by adding: "It depends on what Frank Williams offers me whether I accept."

Meanwhile Jean-Marie Balestre, 70, the former president of FISA, said yesterday that he would not run for election against his successor, Max Mosley, next month.

Balestre, who led the International Motor Sports Federation for 13 years before being toppled by the Briton last year, had said he would stand in the election if he were re-elected president of the French federation.

But, after being unanimously re-elected for the sixth time on Wednesday, Balestre said he would not stand again. "I'm not seeking re-election as president of FISA on October 7. I've met a lot of representatives from other countries and I did not feel I had enough support," he said.

□ Mansell has been invited to take part in the first Hawaiian Super grand prix, a 100-mile event involving the world's best drivers in identically prepared cars with a \$1 million first prize.

The race, near Aloha Stadium, on January 24, should include drivers from Formula One, IndyCar, NASCAR, road racing and sprint cars, will compete on a 1.5-mile circuit.

So far Michael Schumacher, Martin Brundle and Eric Comas, all Formula One drivers, have agreed to compete, while among the others invited are Senna, Ricardo Patrese and Prost.

The first prize is second only to that on offer at the Indianapolis 500, where the 1992 winner, Al Unser Jr, won \$1.24 million. The other competitors will each get an appearance fee said to be \$35,000.



Looking ahead: Prost, who has spoken to Williams and McLaren, is still unsure who he will be driving for in 1993

Hearts are broken by late goal

BY OUR SPORTS STAFF

SCOTLAND'S unhappy entry into European competition continued yesterday when Heart of Midlothian joined the list of teams beaten in the first leg of first-round ties.

For 85 minutes, Hearts held on against Slavia Prague in the Uefa Cup. In front of just 4,594 spectators in the Dr Vacka stadium, they maintained a clean sheet until Vladimir Tatarchuk found his way through their defence to earn the home side a 1-0 victory. The defeat could, however, have been heavier.

Twenty-four hours earlier, Celtic's Uefa Cup campaign had opened with a 2-0 defeat by Cologne in Germany, an 82nd minute goal by Ordenevitz leaving them with a stern task in the return leg. Although Celtic had, for long periods, looked comfortable and capable of achieving a draw, at least, they were unable to regain level terms after Jensen's first-half strike.

Hibernian, Hearts' Edinburgh neighbours, overcame the dismissal of Weir to force a draw with Anderlecht in the Uefa Cup at Easter Road thanks to a late goal by McGinlay, but they face an

uphill struggle in the return in Romania. They also face a fine imposed by Uefa, European football's governing body, following a coin-throwing incident during the game.

The incident happened late on when Anderlecht's De Wolf was pelted with coins. De Wolf had earlier been involved in the challenge that led to Weir being sent off in the 73rd minute for his second bookable offence.

Airdrieonians' first European game ended in disappointment when they lost the home leg of their Cup-Winners' Cup tie to 1-0 to Sparta Prague.

Real Madrid, meanwhile, set off in search of their consolation prize yesterday. Beaten to both the Spanish league and cup last season, they have found themselves chasing European success in the Uefa Cup, a competition they have won twice but, nevertheless, would rather do without.

While Barcelona set about defending their European Cup and Atletico Madrid embarked on a campaign in the Cup-Winners' Cup, Real found themselves on unfamiliar

territory in Romania with a first round, first leg tie against Poitevina Timisoara. In front of a crowd of 26,000 in the May 1 stadium, they predictably earned a 1-1 draw that should open a path to the next stage of the tournament.

Atletico, who beat Real in the Spanish cup final, had a more comfortable afternoon's work. Maribor Brank became Slovenia's first entry in European competition in the Cup-Winners' Cup — ahead, by a few hours, of Olimpija Ljubljana.

In Poland, Widzew Lodz threatened to spring a surprise in the Uefa Cup when they took a 2-0 lead against the Germans, Eintracht Frankfurt, after just half an hour.

However, a comeback from Frankfurt was crowned by goals from Yebrah, after 67 minutes, and Wolf, seven minutes from the end.

Panathinaikos' finest moment remains their European Cup final defeat by Ajax at Wembley 21 years ago, but they showed signs that another European challenge may be coming. A startling 6-0 defeat of Electroputere Craiova in Romania has already all but booked their place in the second round of the Uefa Cup.

Sevilla have offered about £2.5 million to Napoli for Diego Maradona, the Argentinian who is refusing to return to Naples after serving a 15-month suspension from the club.

Redknapp, the West Ham United coach, could end up in court as a result of an allegedly abusive gesture made during his club's 5-1 first division win at Bristol City on Tuesday night (Louise Taylor writes).

Avon and Somerset police confirmed yesterday that Redknapp had been reported for alleged abusive conduct and he may receive a summons pending further enquiries.

The police acted following complaints from supporters that Redknapp made a V-sign in the direction of the crowd. Redknapp, who was interviewed by police after the game following an incident on the touchline, denied he had gestured to the crowd behind the dug-out in an abusive way and said he was only letting them know that West Ham were leading 3-1. Police are also sending a report to the Football Association.

Redknapp said yesterday: "There was no way I would ever make a gesture like that. What actually happened was that I was standing up outside the dug-out and a police officer came and told me to sit

down. That set a few supporters off and one behind the dug-out shouted: 'You should have been killed in Italy.'

"In retrospect, I probably should not have reacted, but I just turned around and made the sign 3-1 with my fingers, which was the score at the time. There was nothing more in it than that — and that is the honest truth."

The supporters' tasteless jibe about Italy referred to a road accident there during the 1990 World Cup in which the Bournemouth managing director, Brian Tiler, was killed and Redknapp so seriously injured that he has not yet completely recovered.

Billy Bonds, the West Ham manager, said: "Supporters had been having a go at us in the dug-out and Harry responded. But all he did was gesture that we were 3-1 up and there was no question of any obscenity."

Peter Storie, West Ham's chief executive, said: "I have spoken to Harry and he has assured me he made no provocative gesture. Harry is an honest individual and I accept his word without reservation."

Short changes his mind and chooses Derby

BY LOUISE TAYLOR

CRAIG Short did the unexpected yesterday when, at the eleventh hour, he withdrew from a record transfer to Blackburn Rovers in order to sign for Derby County.

The Notts County central defender spurned the chance to join a side near the top of the Premier League in order to move to Derby County, who are bottom of the first division.

The £2.5 million transfer makes Short, 24, Britain's joint costliest defender along with Keith Curle of Manchester City.

Blackburn believed they had all but bought Short on Tuesday and he could have made an extra £50,000 had he stuck by his original decision to move to Ewood Park.

"It was a very difficult choice," he said. "I spent all weekend deciding what to do but I have always had my heart set on Derby since I heard about their interest in me back in May."

"It was purely a football decision and a personal one for my own happiness. League positions did not have anything to do with it."

Short was due to drive to Blackburn to watch them play Everton on Tuesday night and he said that Kenny Dalglish had left two tickets for him and his wife, Jo. "I was ready to get into the car and drive up there," he said. "But then I said to my wife that I had changed my mind again."

"As soon as I had made the final decision, I felt a lot more relaxed. I played against Derby by this season and I was impressed by the way they

performed. I was also impressed with the manager."

"I am ambitious and want to play international football but the money they have spent proves Derby are ambitious."

There are also a few things I want to sort out in my game."

Arthur Cox, the Derby manager, said: "You see certain things in players and I saw Craig play against Mark Hughes when he was in full flight and he did very well. He is strong and aggressive and should develop on the same lines as Mark Wright did during his time with us."

Cox has now spent £9.5 million on new players since the arrival of Lionel Pickering, the club's owner, last November. Last night, Pickering promised there was even more money available if required.

Scarborough, Short's first club, will receive ten per cent of the fee.

Robert Lee, 26, seems certain to leave Charlton Athletic by the weekend but his destination is not certain. The route the right-sided midfield player-cum-winger is most likely to take is north to Teesside, where Middlesbrough have tabled a £650,000 offer.

Colin Foster, the West Ham United central defender, is expected to finalise a £400,000 return to Nottingham Forest today while Steve Archibald, the former Scotland international, has left Fulham after a short trial.

Geoff Thomas, the Crystal Palace captain, has been ordered to rest after specialists discovered a trapped nerve in his back.

Gesture could put coach in court

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Litigants of the year award: Lancashire, who responded with a flurry of solicitors' letters and visits to reports on the sacking of Ormond, are strong candidates. But pride of place goes to the Pakistan touring team for its success in turning the ICC catatonic. It would have had even the late Robert Maxwell agog with admiration.

Frances Edmonds award for the player you'd cross Oxford Street to avoid: The old master is still there in his Northern fastness, but there are one or two other candidates who might have connections with Nottinghamshire.

Player you'd most want for company on a wet Sunday night in Middlesbrough: Derek Pringle.

Chairman of the year award: Chris Middleton (Derbyshire) for refusing to take the TCCB diploma in obfuscation.

Most hospitable club: Allan Lamb.

Worst pitch: Scarborough.

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GQ. The men's magazine with an IQ. October issue out now.

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Hemmings in talks with Sussex

EDDIE Hemmings, 43, the former England off spinner released by Nottinghamshire, is being lined up to join Sussex.

Norman Gifford, the Sussex cricket manager, is understood to be having talks with Hemmings, whose experience would bridge the gap while their young off spinner, Bradleigh Donegan, matures.

□ Hugh Morris will captain Glamorgan next season in place of his fellow opener, Alan Butcher, who has given up the position for fitness reasons. It will be Morris's second period as captain after 1986 and 1989.

□ Nigel Briers, who led Leicestershire to their first NatWest Trophy final this season, has been given a new three-year contract. Briers, 37, took over as captain from David Gower two years ago.

□ Mark Greatbatch, the New Zealand Test batsman, faces a three-year ban from playing for League Cricket Conference clubs in the Midlands and North after failing to turn out for Leyland in their last match of the season.

the best slow left-arm bowler in the country and ended it in farce, stumbling in the outfield after overdosing on painkillers.

Most exciting newcomer: Jimmy Daley, of Durham, made a late run, but two dazzling stroke players, Somerset's Mark Lathwell and Surrey's Alastair Brown, stood out, and Lathwell just gets the nod. One shot, sent screeching past the bowler off the back foot, had Paul Allott saying with awe: "That's the best shot I've seen all season. No. It's about the best shot I've ever seen."

Disappointments: Team: Lancashire. Even without Wasim Akram for a side of their ability to only avoid seventeenth place by winning the last match was a scandal. Player: Present and former Middlesex bowlers vie for the award. Alex Edmonds, who began his day at Trent Bridge looking still

impact Lancashire expected,

but the sight of Angus Fraser

struggling to recapture his old hostility was the saddest of the season. Overseas player:

Many candidates, proving

that imported fast

bowlers aren't always a guar-